The MORTGAGE Centre
Discount Rates Page A10

CAUT ACPPU
BULLETIN

Fair Employment Week
Poster Page A12

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Gloomy Forecast for Libraries

THE Association of Research Libraries' annual survey paints a depressingly familiar picture of Canadian university libraries.

With the exception of a few bright spots (the University of Toronto, the University of Alberta and the University of Manitoba) the ranking of our libraries continues to decline.

Measuring variables such as collection size, staffing and expenditures, the ARL's survey assesses the relative position of the top 112 university research libraries in the United States and Canada. Particularly troubling is the fact that of the 16 libraries in North America where funding fell or increased the least, nine are in Canada (only 13 Canadian institutions qualify for the survey).

"This underlines again the pressing need for governments to focus on the core funding of universities," said Chris Dennis, chair of CAUT's Librarians Committee. "Narrowly targeted programs such as the Canada Research Chairs don't address the fact that the academic infrastructure at Canadian universities is continuing to crumble." ■

University Library Rankings

	99/00	98/99	94/95
Toronto	3	4	6
Alberta	26	30	25
UBC	34	31	27
McGill	58	57	43
Western	83	83	71
Manitoba	84	107	100
York	85	76	78
Laval	96	92	55
Queen's	105	104	85
Sask.	109	106	101
Waterloo	110	109	106
McMaster	111	110	99
Guelph	112	111	108

Strike Vote at Manitoba

MEMBERS of the University of Manitoba Faculty Association approved a strike ballot by 68.2 per cent in a vote taken Oct. 1–2. Issues include salary structure (the employer wants discretionary market-related increases in excess of $1 million), faculty renewal and improvements to family leaves. The association also opposes the employer's new flex-benefits system for "paramedical services" at the cost of benefits previously in the plan. ■

Professors at Trent Want Supreme Court to Decide



Supreme Court of Canada.— Ian McLachlan (inset left) & Andrew Wernick are asking the higher court for leave to appeal.

The proposed closure of Trent's two downtown colleges & the subsequent court case that upheld that decision has left professors little option but a high court appeal.

THE continuing dispute over the closure of Trent University's two downtown colleges is heading to the Supreme Court of Canada. Trent professors Ian McLachlan and Andrew Wernick are seeking leave to appeal a recent split decision of the Ontario Court of Appeal that upheld the university board's power to close Catharine Parr Traill and Peter Robinson colleges despite opposition from the university senate

"If boards had sole jurisdiction over educational policy and were empowered to act without the approval of senates, then universities would be stripped of their academic autonomy," said McLachlan, a former master of one of the colleges slated for closure.

McLachlan said the case raises important questions about university governance, which traditionally has seen authority shared between boards appointed by government and senates elected from the university community. "It's not surprising the Harris government supported the Trent board in front of the Ontario court," he said. "To put all the power in the hands of the board may make narrowly corporate 'common sense,' but it violates every norm of academic common sense."

Professor Wernick argues the majority decision ignored the history and rationale of how Canadian universities operate. He said he hopes the Supreme Court will "overturn the radical and detrimental change in university governance that could result from this decision."

CAUT has announced it will support the two professors in their appeal to the Supreme Court.

"What is at issue is a simple question arising in situations of bicameral governance," said CAUT president Tom Booth. "While it takes the agreement of both the board and the senate to establish something, what happens when one body wants to continue it and the other one wants to end it?"

According to Booth, the Appeal Court majority ruled that the board can act unilaterally in such a situation, while the dissent argued that neither the board's power of general governance nor its power of the purse allow it to usurp the role of the senate to control, regulate, and determine the educational policy of the university.

"Whatever the outcome of the case in the Supreme Court, we will be better off with a clearer statement of which of these views applies to the relative powers of boards and senates. Even if we lose, the Supreme Court reframes its conclusions and may give useful guidance," Booth said.

A second issue involved in this case is the right of interested faculty and senators to standing. The Appeal Court majority held that a senator and a faculty member, even though materially and substantively affected by the action of the board do not have right to standing.

"This is a devastating denial of a democratic right as well as a misreading of previous Supreme Court decisions," Booth said. ■

Psychiatrist Sues U of T, CAMH

David Healy files lawsuit over breach of contract.

WORLD renowned clinical psychiatrist Dr. David Healy is suing the University of Toronto and the Centre for Addiction and Mental Health for breach of contract, defamation and denial of academic freedom.

Healy was offered and accepted the position of clinical director of the mood and anxiety disorders program with CAMH and professor of psychiatry with the University of Toronto last year. His contract was revoked suddenly following a lecture he gave in November critical of the role of pharmaceutical companies in medical research.

"The essence of our legal claim is that there was an employment contract that was unilaterally breached by CAMH and U of T," said Peter Rosenthal, Healy's lawyer. "We also allege that breaking Dr. Healy's contract violated the principle of academic freedom and that Dr. Healy has been seriously libelled."

"All attempts I've made to engage the university and the centre in a discussion about what really happened after my lecture on Nov. 30 have been rebuffed," Healy said. "It is this lack of engagement that has led to the current legal action."

The lawsuit is seeking damages in excess of $9 million, and Healy is planning to use any monetary awards beyond the costs of the case and his immediate damages to establish a trust fund to promote and defend academic freedom.

"What concerns me most at this point is the impact of what happened to me on academic freedom generally," Healy stated.

CAUT has pledged its support for Healy. "This case has serious implications for university researchers and for the public at large," said executive director Jim Turk. "The integrity of clinical research depends on open and critical appraisal. When that is restricted, good science is jeopardized and the public welfare is put at risk."

Also named in the lawsuit are Dr. Paul Garfinkel, president and chief executive officer of CAMH, and Dr. David Naylor, dean of the faculty of medicine at the University of Toronto, both of whom are alleged to have libelled Healy and violated his academic freedom. ■

Our Universities, Our Future.

TRIBUNE LIBRE
Que signifie « innover dans le sens des mots »?
See Page A3

COMMENTARY
Rules for governing the university-industry relationship.
See Page A13

Letters A2
Support for Healy A4
Bookshelf A7
TechBC A10
Carrières B1

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BULLETIN

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LETTERS COURRIER

CAUT Statement on the Terrorist Attacks in U.S.

CAUT extends its deepest sympathy to the victims and their families of the terrible violence that occurred in the United States on Sept.11, 2001. The pain and suffering we have witnessed is heartbreaking. The horror of the events challenges belief in humanity and in reason.

Yet, at this difficult time we affirm that we stand by these values. Although we recognize the desire for violent retribution may at times be overwhelming, hope does not reside there. Rather it is found in reason, knowledge and understanding. Through the advancement of these principles, a just and secure world can be built. As a community of scholars, CAUT affirms its commitment to this path to peace and is dedicated to pursuing that path.

TOM BOOTH
President, CAUT

Déclaration de l'ACPPU sur les attentats terroristes aux États-Unis

L'ACPPU présente ses plus sincères condoléances aux victimes des événements d'une extrême violence survenus aux États-Unis le 11 septembre 2001 et à leurs familles éplorées. La douleur et la souffrance dont nous avons été témoins étaient déchirantes. L'horreur de ces événements met durement à l'épreuve la foi en l'humanité et en la raison.

En ces moments difficiles cependant, nous affirmons que nous soutenons ces valeurs. Bien que nous reconnaissions qu'il soit difficile, parfois, de résister au désir de punir par la violence, nous croyons que telle n'est pas la voie de l'espoir. La voie de l'espoir est celle de la raison, de la connaissance et de la compréhension. Ce n'est que par la promotion de ces principes que nous pourrons bâtir un monde juste et sûr. En tant que partie prenante de la collectivité universitaire, l'ACPPU affirme son engagement à suivre cette voie vers la paix et est déterminée à ne pas s'en détourner.

TOM BOOTH
Président, ACPPU

'Human Capital' Means More than More Money

Jim Stanford's commentary "We Don't Need No Education" (*Bulletin*, September 2001) provides a breath of fresh air to all the cant about the purpose of higher education being for "higher productivity" and "global market competitiveness."

But the irony of the title may be misleading. Stanford argues for more education, not less. His point is that higher education is not needed to serve the market with employee skills already in oversupply. It is needed to develop goods "for human beings and for democracy."

It is important to recognize the error that "human capital" means better human instruments for higher money returns to private stockholders on their investments. The movement to understanding capital as more than the reified subsystem of money capital is centuries old. Jane Austen's male characters were typed as so many pounds per year, the heyday of money-fetish capital. This is a problem that is greater than ever today. Other kinds of capital are being recognized, human, natural and social capital, but each is still subjugated to money capital as the god of all value. Do not underestimate the religious absolutism at work here.

Consider the National Science Organization Working Group which is now planning a national research authority, the Canadian Academies, to represent the natural sciences, engineering, health sciences, social sciences and the humanities both within Canada and internationally. A board of directors, appointed by the Minister of Industry, "will approve and direct the Canadian Academies' programs." The administrative mover of the proposed organization, NSERC President Tom Brzustowski, is on record as saying: "I contend that one global object of post-secondary education ... must necessarily be a greater capability ... to create wealth ... [to] export products in which our knowledge and our skills provide the value added ... to develop new services which we can offer in trade on the world market."

"Human capital" here is understood as investment of money into education so that students turn into producers of net higher revenues. This "value adding"property qualifies the bearers of this sequence as "human capital" because they too are transformed into money sequences producing more money value than what their training costs. On the basis of this upside-down logic, education is the middle term between money inputs and more money outputs. This aim of education is now proclaimed from political and academic pulpits as the key to "human capital growth" — and thus "economic growth" which is posited as the panacea for all ills.

This is a cultural insanity. It is time we grew out of money-capital fetishism and saw that capital is wealth that is used to create more wealth and that money capital is only a form of it, an instrument to create means of life. If it is not used to create means of life, as it increasingly does not, it is dead capital. It is demand on life that consumes it with no return. This is what we should learn from a university education.

The university, in contrast, is a developer of human capital in the true sense, life-wealth that creates more life-wealth by advancing knowledge and disseminating learning. By properly comprehending its mission, the university can lead the way out of the dead-end functions to which it is being reduced by confused value-thinking from a totalizing corporate creed.

JOHN MCMURTRY
Philosophy, University of Guelph

Information on the National Science Organization Working Group and the proposal for the creation of the Canadian Academies can be viewed at www.nrc.ca/indcan/nso/en/proposal.html.

La *Loi sur le droit d'auteur* modifiée

La survie des « carrefours d'information » dont le milieu universitaire est si fier est menacée alors que le Parlement entreprend une autre série de modifications à la *Loi sur le droit d'auteur*. Cette fois, l'accent sera mis sur l'incidence de la technologie numérique sur les droits des créateurs, des titulaires de droit d'auteur et des utilisateurs d'œuvres protégées par des droits d'auteur.

Selon Ken Field, membre du groupe de travail sur la propriété intellectuelle de l'ACPPU, le débat des prochains mois sur la question sera houleux et difficile. « Pour les grands médias et les conglomérats de l'édition, la technologie numérique constitue une occasion incroyable d'avoir le monopole de la propriété des droits d'auteur et d'en interdire l'accès universel sauf aux clients qui paieront, » a-t-il déclaré. « Si c'est ce qui se produit, nous pourrons dire adieu à l'utilisation équitable et au domaine public. »

Industrie Canada et le ministère du Patrimoine canadien ont jeté les bases du débat dans deux documents : le *Cadre de révision du droit d'auteur* et le *Document de consultation sur les questions de droit d'auteur à l'ère numérique*. On peut consulter l'abondante réponse du public, dont le mémoire de l'ACPPU, à http://strategis.ic.gc.ca/SSGF/rp00007f.html.

Malgré les observations du grand public dont la majorité critique les efforts visant à restreindre l'accès aux œuvres, M. Field estime qu'il faut être prudent avec le processus de consultation. « Au lieu d'examiner l'ensemble de la situation, les ministères se sont limités à un groupe restreint de questions touchant l'aspect numérique et intéressant les titulaires d'un droit d'auteur », a-t-il poursuivi. « Nous ne pouvons laisser le processus dérailler ainsi. »

Les mesures de protection technologique inquiètent particulièrement l'ACPPU. « Dans leur lutte pour prévenir la reproduction non autorisée de leurs œuvres, les titulaires protègent maintenant leur droit d'auteur au moyen de mesures tel le chiffrement. Or, ces mesures de protection sont vulnérables et peuvent être déjouées. Les titulaires tentent donc de les défendre contre ces actes en recourant à de sévères sanctions juridiques. Ces mesures de protection, cependant, posent un dilemme. En effet, bien qu'elles préviennent la reproduction illégale ou non autorisée, elles peuvent aussi empêcher l'exercice d'une gamme de droits légaux tels l'utilisation équitable, l'accès aux œuvres du domaine public, la préservation des archives et les prêts de bibliothèque.

Selon M. Field, si la *Loi sur le droit d'auteur* était modifiée pour prévoir l'interdiction absolue du contournement des mesures technologiques et des dispositifs qui facilitent ce contournement, elle aurait pour effet de rendre nuls nombre des droits d'accès aux œuvres dont profitaient la population canadienne. « L'équilibre fondamental de la *Loi* entre les droits de propriété et les droits d'accès sont gravement menacés, » a-t-il conclu. « Les intérêts des universitaires sont en péril. » ■

Traduit de l'article « Copyright Amendments Could Threaten Academics' Access to Information ».



President's Column

Now's the Time for Rational Response

By TOM BOOTH

In recent years there have been an increased number of occurrences wherein academic freedom has been the subject of report and discussion. Veracity of positions of fact taken by academics has been ignored and dismissed, discounted and shunned or even maligned and discredited. Worse still, the right and responsibility of academics to advance highly informed and cogently reasoned critical thought on ideas, processes and works have been brought into question both within and outside of the "academy." The attempt is to constrain and fragment academic freedom in various contextual constructions. Such actions threaten to trivialize and, most unfortunately at this time, weaken the effectiveness of the intrinsic contribution of academics in society at large.

The *Ottawa Citizen* recently recognized that academic freedom "... is essential in a democracy because of its central role in facilitating scientific and intellectual advancement." In a world of "big pharmacy" and terminator genes, among other institutional and societal challenges, it is clear that application of the principles and responsibility of academic freedom is anything but trivial. Academic freedom is not passive and mute, it is – and must be – active and have voice.

With reference to the events of Sept. 11, Education International's general secretary, Fred van Leeuwen, advances: "Yesterday's barbarity may have far reaching implications. It has certainly given a new meaning to safety and security, and to the concept of war and peace. The combat against terrorism and the fundamentalism that breeds it, requires intensified international co-operation and solidarity. Education unions have a special role to play in promoting and protecting democratic values." He goes on to state that the role of teachers begins in the classroom.

Noted scholar Noam Chomsky pointedly indicates that, as a result of events previous to and around the Sept. 11 "... major atrocities," there are "... many possible ramifications for undermining civil liberties and internal freedom."

The United Electrical, Radio and Machine Workers of America (UE) Executive Board declared: "... resistance to efforts to use this tragedy to curtail our civil liberties or to engage in military adventures that can lead only to more carnage and senseless loss of life. Our greatest memorial to our fallen brothers and sisters will be a world of peace, tolerance and understanding ..."

The debate on implications for civil liberties in Canada currently rages as I write this column and is apt to be before us, as academics, in the months ahead. Principles and values inherent in academic freedom will be our guides.

Society identifies our voices as important and 'essential' not only in advancing science and intellectual endeavor but also in taking on our role in democracy. Academic life comes with responsibility to willingly pursue knowledge, truth and understanding and to uphold and defend the values of reason, respect, and justice upon which our institutions and our societies depend. In practice, academic freedom is unyielding and in this sense I often think of it as the "terrible responsibility."

Many of us view ourselves as strictly defined and circumscribed by the specific fields in which we work. We have, in the main, become more and more specialized. Many of us do not feel comfortable or qualified to address ideas and issues outside of our areas of expertise.

However, we were taught, and teach our students, to think critically. We first and foremost apply scholarship grounded in a range of precedents and the questioning of precepts. Critical thinking directs our analytical pursuit of knowledge and, as citizens, we are looked to as voices of reason and the presenters of truth. Our dedication and commitment to promoting understanding and the public good are widely acknowledged. Through the discipline of critical approach and exhaustive investigation we are qualified to develop positions on issues outside our specific fields. We can indeed dedicate ourselves to finding paths to peace through reason, knowledge and understanding, illuminated by the torch of academic freedom. We do have voices.

Homework!

The Swinging Lad

Lothario has two girl friends, one in Scarborough and the other in Etobicoke, and he is equally fond of both. When he wants to see one of them, he goes to the Yonge subway station on the Bloor-Danforth line, takes the first train that comes along, and visits the appropriate girl. The trains run at equal 10-minute intervals in each direction. However, as time goes on, he discovers that he is seeing the Scarborough girl friend about 80% of the time. Why is this?

Homework!, a regular feature of the *Bulletin*, comes to readers compliments of Edward Barbeau, professor of mathematics at the University of Toronto. Answer on page B1.

Innover dans le sens des mots?

Par YVES JALBERT

L'INNOVATION est à la mode. Tellement que le gouvernement du Québec publiait, à la fin de janvier 2001, sa Politique québécoise de la recherche et de l'innovation. Je dois avouer que le mot m'a surpris, car je ne croyais pas que l'on pouvait avoir une politique de l'innovation. En effet, j'ai toujours associé le mot à invention et à quelque chose que l'on ne peut pas forcer. Bien sûr, il serait possible de mettre de l'avant des conditions favorables à l'innovation et je me suis dit que c'était là peut-être l'intention de ladite politique, mais, par acquit de conscience, je suis allé vérifier le sens du mot dans le dictionnaire.

Le Petit Larousse ne m'a pas surpris. « Innovation n.f. 1. Action d'innover, d'inventer, de créer qqch de nouveau. 2. Ce qui est nouveau; création, transformation. Des innovations techniques. » Rien là de surprenant. Mais puisque le dictionnaire me donne comme définition « action d'innover », il me fallait aller voir innover. « Innover v.i. (lat. innovare, de novus, nouveau). Introduire qqch de nouveau dans un domaine particulier. Innover en matière économique. » Encore une fois, je ne me trompais pas sur le sens des mots. Quelles sont donc les conditions favorables, on aurait presque envie de dire les « conditions gagnantes », à mettre en place pour favoriser l'invention et la création? Ce sont là des questions qui me semblent éternelles et j'étais heureux de voir que mon gouvernement avait enfin trouvé les réponses.

Brûlant d'impatience à la pensée de cette innovation, je me suis hâté de consulter la politique rédigée par le ministère de la Science, de la Recherche et de la Technologie. En parcourant la table des matières, on trouve une section sur l'innovation en 1.3.3, page 10. Voyons ce que cela dit : « L'innovation n'est en effet réalisée qu'au moment où elle est achetée, mise en oeuvre, utilisée ou consommée. À la différence des premières politiques scientifiques qui tenaient pour allant de soi les retombées pratiques de la recherche, les politiques contemporaines en matière de science et d'innovation s'attachent à faciliter la réalisation du processus très complexe de l'innovation. »

Intéressant, mais plutôt paradoxal. L'innovation est maintenant un processus complexe ayant comme résultat la mise en application d'une invention. Je continue à feuilleter le document. À la page 5, je trouve le mot culture écrit en marge.

Ma formation philosophique aidant, je m'y attarde. « La connaissance doit être reconnue comme une valeur en soi ». Excellent ! Cette politique promet ! Et un peu plus loin : « La culture d'une nation s'exprime souvent à travers le prisme des applications qu'elle fait de la science ». Encore une fois, je suis confus. La connaissance est une valeur en soi, mais c'est à travers ses applications que la culture d'une nation se manifeste. De quoi est-il question ici, de la culture américaine?

Voyons plus loin. Le titre du chapitre 5 parle de lui-même : « L'innovation : une exigence pour toutes les organisations ». Je suis de moins en moins confus. Un peu de recherche m'amène au rapport Fortier, rapport soumis par le Groupe d'experts sur la commercialisation des résultats de la recherche universitaire (groupe Fortier) du Conseil consultatif des sciences et de la technologie. Ce dernier définit ainsi l'innovation :

« Le processus qui consiste à commercialiser de nouveaux produits et services ou le résultat de ce processus ». Hummmmm. Cela ressemble étrangement à la définition implicite de la Politique québécoise de la science et de l'innovation dont le titre est : Savoir changer le monde. Faut-il croire qu'il faut d'abord « savoir changer le sens des mots »? Apparemment, notre gouvernement, quant à lui, veut changer le monde en commençant par le sens des mots.

Maintenant que nous connaissons le vrai sens des mots, voyons ce que dit cette politique : si innovation égale commercialisation, et que l'innovation est une exigence pour toutes les organisations, incluant « les administrations publiques, les commissions scolaires, les établissements des réseaux publics, les coopératives », etc., c'est qu'il faut maintenant tout commercialiser.

Je ne suis plus confus du tout. ■

Yves Jalbert est conseiller à la Centrale des syndicats du Québec située à Montréal.

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Dancing with the Porcupine

☞ From PAGE A13

Some bargains are Faustian, and some horses are Trojan. Dance carefully with the porcupine, and know in advance the price of intimacy. ■

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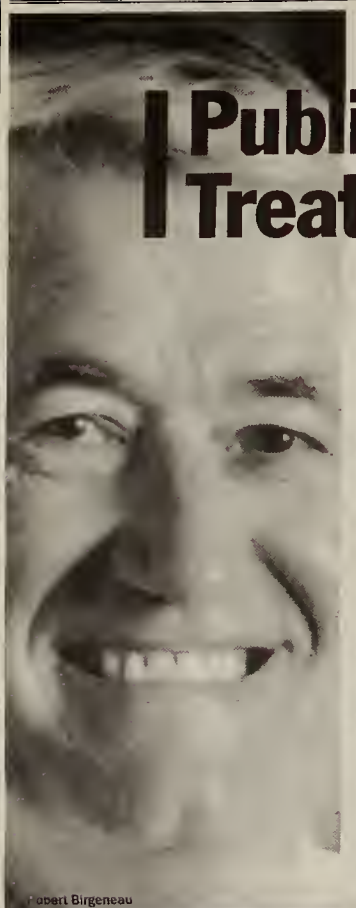
Public Protest over the Treatment of Dr. David Healy

In a letter released Sept. 5 to University of Toronto president Robert Birgeneau, a group of internationally renowned psychiatrists and medical researchers are accusing the university and the Centre for Addiction and Mental Health of violating academic freedom by revoking the employment contract of Dr. David Healy.

THE scientists say the treatment of Healy "is an affront to the standards of free speech and academic freedom." Healy was offered and accepted the position of clinical director of the mood and anxiety disorders program with CAMH and professor of psychiatry at the U of T last year, but his employment contract was suddenly revoked following a lecture he gave in November critical of the role of pharmaceutical companies in university research.

The letter warns that the affair is jeopardizing the university's reputation and calls on the university and CAMH to restore Healy's offer of employment and,to offer him an apology.

Since Sept. 6, hundreds of people have added their names to the letter. The *Bulletin* has reprinted the letter and their signatures (pages A4–A6). ■



Robert Birgeneau

– PHOTO COURTESY OF THE UNIVERSITY OF TORONTO –

Dear President Birgeneau,

We write to protest the decision to revoke the employment contract of Dr. David Healy.

The central point in our view is not the possible involvement of a drug company in university affairs, but the maltreatment of Dr. Healy. It is clear that the withdrawal of employment occurred as a result of a single lecture at a conference on November 30, an occasion for looking into the future, and preparing the discipline of psychiatry for the challenges of the new century. To have sullied Dr. Healy's reputation by withdrawing the job offer is an affront to the standards of free speech and academic freedom.

It is almost inconceivable that a single lecture could have completely altered the perception of a colleague-to-be who has been extensively interviewed, whose work is voluminous and well known, and whom, up until the very minute the lecture began, was being implored to take up his position sooner than originally arranged. This is especially true given the lecture itself was well regarded in every other venue in which it was given, and in Toronto received the highest rating for content of any of the presentations at the conference.

This entire affair is poisoning the reputation of the Department of Psychiatry and the Centre for Addiction and Mental Health in international circles, and besmirching the name of one of North America's great research universities. The University's continuing tolerance and endorsement of the Department of Psychiatry and CAMH's rash act, and of the Department and CAMH's mendacious ongoing defense of its action, is a threat to academic freedom. As such, it concerns all of us who uphold the standards of open discussion and frank exchange in university life.

We respectfully request that the University and CAMH finally do what is right in this dismal affair by restoring the offer of employment to Dr. Healy along with the conveyance of its sincere apology.

Yours truly,



David Healy

– FILE PHOTO –

The Original 30

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Tales of the American Part-timer Reveal Pain, Sadness & Rage

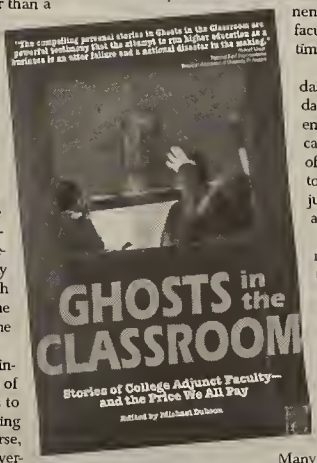
Ghosts in the Classroom: Stories of College Adjunct Faculty and the Price We All Pay

Michael Dubson, ed. Boston: Camel's Back Books, 2001; 155 pp; paper $12.95 US, $18.95 CA.

By TESS HOOKS

GHOSTS in the Classroom is a collection of readings which details the experiences of a group of instructors variously called adjuncts, part-timers or contract academic staff. These are American experiences though many of the feelings and experiences resonate in Canada.

According to editor Michael Dubson, many of these stories "are full of pain and sadness; others full of rage. But even in the midst of pain or rage, there is still a belief in something bigger than a single person's situation. Sometimes, there is even humour." The editor's description is accurate, but the overwhelming feeling that I got from reading this set of stories was bitterness.



Barbara Wilson Hahn's contribution, "Adjunct Apartheid," opens a window on the pain and rage experienced by a marginalised group of professionals. She begins by describing being excluded from a faculty picnic because she was not a full-time faculty member. It was this event which triggered her recognition of the many differences between full-time faculty members and adjuncts.

Although adjuncts at her institution taught 50 to 60 per cent of the classes, they had less access to photocopiers, offices and teaching resources. And adjuncts, of course, had no voice in institutional governance. She concludes by describing how she feels about being "let go" along with other part-time colleagues who became politically active while attempting to ameliorate their conditions of employment.

Other contributors refer to the differential treatment of full-time faculty members and part-time faculty members. While still others testify to the precarious circumstances in which those who protest the system find themselves.

Some of the more humourous readings are recollections of odd occurrences in the classroom. In "A Night in the Adjunct Life," Tim Waggoner recalls an introductory class that involved competing with a bingo announcer because of a screwed-up PA system. And "Strange Fish" by John D. Nesbitt is an account of a strange and uninvited visitor to his classroom. While both of these stories are humourous, they also help to illustrate how little control and power contract academic staff have over their own situations.

Many of the contributors speak of their dedication and commitment to their students. Others profess their love for teaching. Along with this, many make reference to the hard work and commitment that goes into their teaching efforts. But the bitterness comes through when these discussions are combined with references to the abysmally low pay and the lack of job security that goes along with these marginal teaching positions.

"Adjunct Misery," "The Witch and the Wimp," "From the Shade of the Tower" and "Farewell to Mattyora" are all about that hope that plays such a prominent part in almost every part-time faculty member's dreams – full-time employment.

In these accounts the hope is dashed – not because the candidates were unqualified, inexperienced or incompetent but because of the capricious nature of hiring decisions and because too much experience as an adjunct is a sign of inferiority, not achievement.

There is sadness and bitterness in the fact that many contributors to this collection can attest to so much waste in an education system. All of the contributors lament the fact they have invested so much time and effort in training and education that is undervalued and underutilized. Many of them resent a system that does not allow their talents to shine.

Many of the contributors also hint at feelings of having wasted their careers by doing work that has gone unrecognized and unrewarded.

But what should we do with such a bitter harvest? The power of this collection lies in its cumulative impact. Any one of these accounts could easily be dismissed as the rambling of a disgruntled employee. But the compilation of so many accounts which share such a sense of oppression is a testimonial to the abuse of adjuncts within the educational system.

Thus, this collection might best be used as a tool for consciousness raising. Consciousness raising is necessary for full-time faculty members who may have kept their part-time colleagues on the periphery even

See TALES OF THE PART-TIMER Page A11 ☞

Treating Issues of Difference

Experiencing Difference

Carl E. James, ed. Halifax: Fernwood Publishing, 2000; 333 pp; paper $27.95 CA.

By AUDREY KOBAYASHI

IN this remarkable collection, Carl James brings together the writings of people who share the experience of being seen by those around them as "different." The writers are students, academics, community workers and teachers from a range of backgrounds, all of whom present personal, often impassioned, accounts of their experiences, many of whom also develop a critical interpretation of how "difference" is treated as a major concept in regulating interpersonal relations in our society.

It is of course very trendy to talk about difference these days, but many of the theoretical discourses on difference fail to deal with the personal impact that feeling different makes. These short pieces create evocative and compelling accounts of how difference works in the streets, in institutions and in people's homes, and of the fear, loathing, distaste, hostility, pity, exotification and curiosity generated in the process of making one different. They describe the many ways in which difference is constructed through often subtle – and just as often, less subtle – gestures and social discourses.

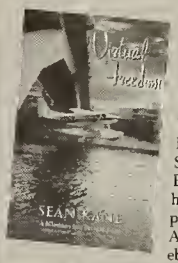
These are not, however, in any simple sense, just tragic stories. While some of the accounts may raise a sense of indignation and cry for social justice, others celebrate some of the ways our society has overcome difference. Some turn the world askew to show that difference is not necessarily so, if only one shifts perspective. Others raise problematic methodological issues such as how to overcome essentialism in engaging research subjects.

Still others apply a pedagogic lens to questions of how to teach in a diverse environment in ways that will encourage students to look beyond the obvious, or to invoke an attitude of resistance, or enthusiasm to bring about social change. More than a few of the papers are inspirational in their commitment, or in their expressions of courage in the face of social adversity.

The book can be read in a number of thematic ways. It explores different kinds of difference, based on

See DIFFERENCE Page A11 ☞

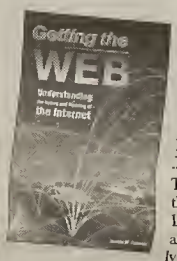
Quick Reviews



Virtual Freedom

Sean Kane. Toronto: McArthur & Company, 2001; 323 pp; paper $24.95 CA.

"I have a message for the congeries of scabby detrimentals down there. Apocalypse Now! The new corporate order has arrived!" So bellows the incoming Chairman of the Board of Governors of Avalon University as he buzzes the campus in his private float plane. When the corporate jaws close on Avalon University, the result is a display of ebullient personality and high-spirited intrigue not seen in the campus novel since David Lodge's *Small World*. The ideals of knowledge as its own reward and learning as preparation for citizenship are still strong at Avalon in spite of the fact that the Sixties activists who pioneered this intellectual Camelot are retiring. Retired, they are hanging out at the local shopping mall built on university land, where they persist in teaching in their Convocation robes, cap-in-hand, for handouts for their dental plan. The chairman of the board can't get rid of them. Neither can Cameron Galt, his new dean brought in to downsize the university and make it compatible with cyberspace. Rationalizing an oral village should be easy. But what dean Galt doesn't bargain for is the power of a free-spirited community to redefine his marriage and embrace him in its dream of virtual freedom. Shortlisted for the 1999 Stephen Leacock Medal for Humour, this on-campus cult classic will tickle the funny bones of a much wider audience this fall.



Getting the Web: Understanding the Nature and Meaning of the Internet

Jeanne M. Follman. Chicago: Duomo Press, 2001; 176 pp; paper $14.95 US, $22.95 CA.

The dot-coms have boomed and busted and the cyber-sizzle surrounding the advent of the Internet has come and gone. But the Internet and the Web are still very much with us, slowly and inevitably changing the way in which we communicate and conduct business. Yet the technology of the Internet is complex and its impact is often hard to fathom. What exactly is the World Wide Web? What changes will the people and organizations who use it generate in our businesses and communities? And how can each of us understand this phenomenon enough to take advantage of its opportunities? These are the questions examined in *Getting the Web*. Author Jeanne Follman describes how the Internet fits into the written tradition, how it turbocharges the power of both word and image, and how digital audio and video can turn each of us into radio and TV broadcasters. She explores how smart clients and smart servers enable the creation of markets, describes broadband (e.g., DSL and cable) and its implications, and demonstrates how open standards provide an elegant, transparent way for people to interact in a cooperative fashion. Written for the general reader yet precise in its technical content, *Getting the Web* is a great starting point for students, educators, businesses, and individuals who want to "get" the Web.

Quick Reviews produced from information supplied by publishers.

APPEL DE CANDIDATURES

Prix commémoratif Milner

Le prix commémoratif Milner reconnaît une contribution remarquable à la cause de la liberté universitaire de James Milner, un ancien président du Comité de la liberté universitaire et de la permanence de l'emploi de l'ACPPU.

Le prix reconnaît une contribution remarquable à la cause de la liberté universitaire et est décerné pour des actions entreprises au nom de la liberté universitaire ou pour des écrits qui contribuent de manière marquée à mieux faire comprendre et à renforcer la liberté universitaire dans la collectivité canadienne.

Les mises en candidature doivent être accompagnées d'une lettre énonçant pourquoi le candidat ou la candidate mérite le prix et tout document pertinent prouvant l'apport de la personne proposée.

Prière d'adresser les mises en candidature à l'adresse suivante : Comité de la liberté universitaire et de la permanence de l'emploi, ACPPU, 2675, promenade Queensview, Ottawa (Ontario) K2B 8K2.

L'information sur le prix commémoratif Milner est disponible à l'adresse www.caut.ca/francais/ausujet/prix/milner.asp.

Global e-University Set to Open

UNIVERSITAS 21, an international consortium of universities including McGill and British Columbia, is proceeding with controversial plans to develop an online university with Thomson Learning, a division of the Thomson Corporation. Thomson and the consortium have each pledged US $25 million for the project, which will be called U21global and will begin operations in January 2003.

U21global says it will initially offer English-language-based courses for professionals in Singapore, Malaysia and Hong Kong, but eventually intends to recruit students in Africa, China and Latin America.

Plans to press ahead with the online project have attracted considerable criticism from within the consortium itself. Three of the consortium's 18 members have already opted out of the project so far, and the University of Toronto has left the Universitas 21 group altogether. Some remaining universities have yet to commit money to the project.

Alan Gilbert, vice-chancellor of the University of Melbourne and chair of Universitas 21, said each of the 15 universities involved in U21global has agreed to pay at least $500,000, with some saying they will invest as much as $5 million. The two Canadian participants are McGill and UBC.

The University of Michigan, University of Edinburgh, and Peking University have all declined to join U21global, citing concerns about how the consortium would use the names and logos of member universities.

"We weren't willing to license our name in this comprehensive way for granting degrees for that entity," said Gary D. Krenz, special counsel to the president at the University of Michigan. "We also had some questions about whether we would be able to be sufficiently involved in the development of the courses and, more importantly, in the assessment of the courses."

Sheldon Levy, vice-president government and institutional relations for the University of Toronto, said the project was moving too quickly for his institution to decide whether to join.

"We had our own internal process that we had to go through and respect," said Levy. "It was never a question of was U21 good or bad."

Earlier this year, CAUT and its sister organizations in the United States, Australia, Britain, and New Zealand wrote to Gilbert and the Universitas 21 network calling for a moratorium on any agreement with Thomson because of concerns about contracting out course design, content development and assessment — tasks that should remain with faculty. ■

U21 Members

Albert-Ludwigs University Freiburg
University of Auckland
University of Birmingham
University of British Columbia
University of Edinburgh*
Fudan University
University of Glasgow
University of Hong Kong
Lund University
McGill University
University of Melbourne
University of Michigan*
University of New South Wales
University of Nottingham
Peking University*
University of Queensland
National University of Singapore
University of Virginia

* Not participating in U21global

New Collective Agreement at UBC

A NEW three-year collective agreement between the University of British Columbia and its faculty members was ratified over the summer.

UBC faculty association president Norma Wieland hailed the new contract as an important one for members. "We are very pleased with the new agreement," she said. "The compensation package provides members with predictability and stability for the next three years. The improvements to benefits and the moneys to address salary inequities will be important in this time of increasing national and international competition."

The new package pours millions of dollars into faculty salaries. Highlights include an overall wage increase of two per cent per year for each year of the contract. As well, 2.5 per cent per year has been allocated to the career advancement plan to ensure better remuneration for career progress increments, merit and performance salary adjustments, $1 million has been committed to address salary inequities, $500,000 has been set aside to improve the sessional instructor minimum salary scale and a $2.5 million retention fund has been created to help keep faculty at UBC. An additional $1 million has been earmarked to improve the base salaries of faculty in the computer science and electrical and computer engineering departments.

Other changes in the agreement incorporate improved parental leave provisions for biological fathers, an increase in the professional development fund and a series of amendments to the Framework Agreement to more closely align it with BC labour code.

Although Wieland says there is much to be proud of, she concedes the new contract does not address low starting salaries for librarians. New librarians at UBC are among the lowest paid in North America. During the course of negotiations the administration maintained that salaries were not impeding the university's ability to hire for new positions or even to retain current librarians. As a result, Wieland says "the faculty association was unable to bargain any increase in starting salaries for librarians in this round of bargaining."

The new agreement was ratified by faculty members on June 22 by a 90 per cent vote. The contract came into effect July 1, 2001 and will run until June 30, 2004. ■

Des étudiants du Québec contestent les frais différentiels

UN tribunal du Québec est saisi d'une demande d'annulation d'une décision rendue en 1998 et qui rejetait la prétention de la McGill Students Society et de l'étudiant Paul Ruel selon laquelle les frais de scolarité exigés des étudiants hors Québec étaient discriminatoires.

Depuis 1997, les étudiants du premier cycle du Québec paient environ 1 700 $ pour une charge de cours complète alors que les étudiants de l'extérieur de la province doivent verser 2 900 $.

L'avocat des étudiants, Me Guy Bertrand, a déclaré que les frais différentiels enfreignaient la charte québécoise et la charte canadienne des droits garantissant la liberté de mouvement et la liberté d'établir une résidence et de gagner sa vie dans une province.

« En vertu des deux chartes, il est discriminatoire de traiter les Canadiennes et les Canadiens du Québec différemment des Canadiennes et des Canadiens hors Québec », a soutenu Me Bertrand devant le tribunal d'appel de trois membres.

Le gouvernement du Québec défend sa politique visant à imposer des frais différents en fonction de la résidence afin de maintenir des frais de scolarité peu élevés et d'étendre l'accès aux études universitaires.

Le procureur du gouvernement, Me Patrice Claude, a fait remarquer que même si les étudiants ne résidant pas au Québec paient des frais plus élevés que les étudiants québécois, leurs frais demeurent toutefois inférieurs à la moyenne canadienne.

Il a affirmé que les frais de scolarité différentiels étaient un choix politique relevant du pouvoir du ministre de l'Éducation de la province.

Le tribunal a mis l'affaire en délibéré. ■

Traduit de l'article « Students Challenge Differential Fees ».

Dr Healy poursuit l'Université de Toronto et le CTSM

DR David Healy, psychiatre de clinique de renommée mondiale, poursuit l'Université de Toronto et le Centre de toxicomanie et de santé mentale (CTSM) pour violation de contrat, diffamation et dénégation de la liberté universitaire.

Dr Healy avait accepté le poste de directeur de clinique du programme sur les troubles de l'humeur et l'anxiété au CTSM et de professeur de psychiatrie à l'Université de Toronto qu'on lui avait offert l'année dernière. Son contrat a été brusquement annulé à la suite d'une conférence qu'il a donnée en novembre et dans laquelle il a critiqué le rôle des sociétés pharmaceutiques dans la recherche médicale.

« Essentiellement, l'action que nous intentons porte sur l'annulation unilatérale du contrat de travail par le CTSM et l'Université de Toronto », a expliqué Me Peter Rosenthal, l'avocat du Dr Healy. « Nous prétendons également que l'annulation du contrat de travail du Dr Healy a enfreint le principe de la liberté universitaire et que l'on a sérieusement porté atteinte à sa réputation. »

« Toutes mes tentatives pour amener l'université et le centre à discuter de ce qui s'était réellement produit après ma conférence du 30 novembre ont été repoussées », a déclaré le Dr Healy. « C'est ce manque d'engagement qui a donné lieu à la poursuite. »

La poursuite demande 9,4 millions de dollars en dommages-intérêts. Dr Healy a l'intention d'utiliser les montants adjugés en sus des dépens et ses dommages-intérêts pour créer un fonds en fiducie visant à promouvoir et à défendre la liberté universitaire.

« Ce qui me préoccupe le plus ce sont les répercussions que ma situation auront sur la liberté universitaire en général », a ajouté Dr Healy.

L'ACPPU a promis d'appuyer le Dr Healy. « Cette affaire comporte de graves conséquences pour les chercheurs universitaires et pour le grand public », a affirmé Jim Turk, directeur général de l'ACPPU. « L'intégrité de la recherche clinique dépend d'une évaluation transparente et critique. En la restreignant, on met en péril l'application rigoureuse de la démarche scientifique et le bien-être de la population. »

Dr Paul Garfinkel, président et directeur général du CTSM, et Dr David Naylor, doyen de la faculté de médecine de l'Université de Toronto, sont également cités à procès. Les deux sont présumés avoir tenu des propos diffamatoires à l'endroit du Dr Healy et d'avoir violé sa liberté universitaire. ■

Traduit de l'article « Psychiatrist Sues U of T, CAMH ».

Birgeneau propose une réforme des bourses d'études

LE recteur de l'Université de Toronto estime que les bourses offertes aux étudiants brillants mais bien nantis devraient plutôt être décernées aux étudiants méritants dont les besoins financiers sont réels.

M. Robert Birgeneau demande aux recteurs des autres universités d'appuyer un projet qui permettrait aux étudiants qualifiés et dans le besoin d'obtenir la plus grande partie de l'aide financière disponible.

« C'est formidable que des jeunes issus de familles pauvres puissent fréquenter l'université. Mais je trouve injuste qu'ils obtiennent leur diplôme criblés de dettes », a déclaré M. Birgeneau. « Nous essayons de trouver une solution à ce problème. »

Le projet a obtenu l'appui immédiat du bureau ontarien de la Fédération canadienne des étudiantes et étudiants.

« Nous proposons cette solution depuis toujours », a expliqué le président pour l'Ontario, Joel Duff.

Les critiques du projet estiment qu'il est impossible à réaliser. M. Birgeneau, cependant, mentionne l'expérience tentée aux États-Unis le printemps dernier par 28 universités privées qui ont accepté de collaborer pour assurer la répartition de l'aide financière entre les étudiants à faible revenu. À la suite de cette réforme, des étudiants nécessiteux reçoivent maintenant des milliers de dollars supplémentaires en aide financière.

Selon la vice-rectrice aux inscriptions et aux services étudiants de l'Université York, Mme Deborah Hobson, la solution des Américains ne peut résoudre le problème du Canada.

« M. Birgeneau est un nouveau venu et ne comprend pas la différence entre une université privée américaine et une grande université publique canadienne », a-t-elle ajouté.

Elle signale que les universités canadiennes ne bénéficient pas d'énormes fondations comme les établissements américains et admettent un plus large éventail d'étudiants.

Le recteur de l'Université Carleton, M. Richard Van Loon, affirme que les universités veulent récompenser l'excellence scolaire et qu'elles risquent la désapprobation si elles cessent de le faire. ■

Traduit de l'article « U of T Proposes Scholarship Changes ».

Early Retirement Trend Prevails

THE age at which people retire from their jobs has been dropping since the mid 1970s and early retirement is now more common than a decade ago, concludes a new Statistics Canada report.

The study, *Early Retirement Trends*, examines what factors have influenced early retirement rates in the past decade, and paints a statistical portrait of workers who retire before the age of 60.

The report says during the early 1990s, the overall rate of early retirement increased from 30 per cent at the outset, until 1997, when 46 per cent of all workers who retired did so before they were 60. Since 1997, the overall rate has declined, reaching about 43 per cent in 2000.

One reason quoted as attributing to the surge in early retirement seen in the 1990s was government downsizing — "a phenomenon that has virtually ceased." Many older public servants were encouraged to take early retirement packages and in 1997, 65 per cent of those who retired were under 60.

This rate declined slightly to 63 per cent between 1997 and 2000, but it was still nearly twice the rate in the private sector.

The propensity to retire early was driven not only by trends in public sector employment. It also appears to have been linked to financial factors, specifically the existence of a pension plan or other means of supplementary retirement income. Retired workers who had accumulated savings or pension benefits were more likely to retire before 60 because they didn't need to rely on benefits from the Canada or Quebec pension plans.

From 1997 to 2000, early retirement was also more common among highly educated workers as well as among workers with full-time jobs, and more women than men retired early. The study also reveals the Atlantic provinces had much higher rates of early retirement than the rest of the country, and western Canada had the lowest rates of early retirement. ■

Early Retirement Trends was published in the September 2001 issue of *Perspectives on Labour and Income*, Labour Statistics Division, Statistics Canada.

Marine Biologist Wins J.H. Stewart Reid Award



Work space — UVic student Jean Marcus onboard ROPOS, the submarine she and her team use for deep-sea excursions.

UNIVERSITY of Victoria biology student Jean Elisabeth Marcus is this year's winner of CAUT's J.H. Stewart Reid Memorial Fellowship.

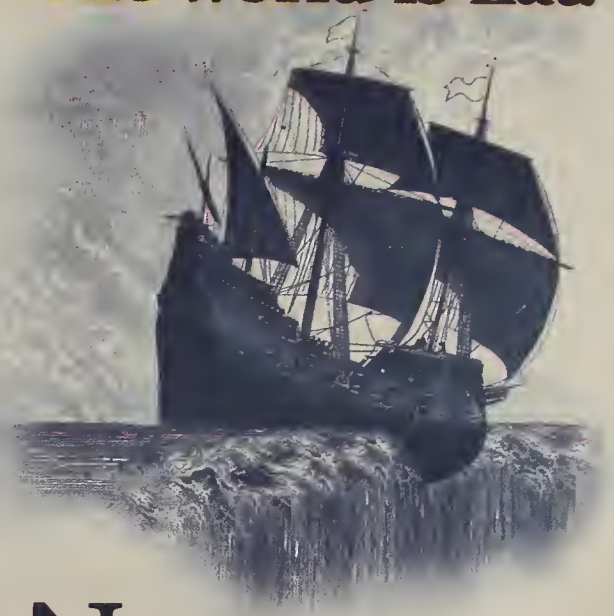
Marcus obtained her MSc degree at the University of Victoria and is currently enrolled in its PhD program. She is studying the community ecology of deep-sea hydrothermal vents — hot water springs which support masses of invertebrate fauna.

The focus of her thesis is to quantitatively document community change at vents of Axial Seamount, a volcano lying at the top of Juan de Fuca Ridge in the Northeast Pacific. "This is critical information," says Marcus, whose data will show how vent species respond to habitat destruction and creation, "since mining companies are investigating the feasibility of harvesting precious metals and sulfides at vents."

Marcus has several publications and conference papers. She has also been distinguished by a number of scholarly awards and NSERC scholarships.

The J.H. Stewart Reid Memorial fellowship was established by CAUT through voluntary contributions by faculty associations and unions and individual faculty members from across the country to honour the memory of the first executive secretary of the association. The $5,000 fellowship is available to Canadian citizens or permanent residents of Canada who are working towards a doctoral degree at a Canadian university. ■

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The world is flat.



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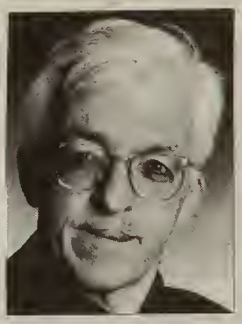
TechBC Will Stick to the Deal

TECHBC president Jean Watters stirred up a hornet's nest with his recent remarks that the three-year-old university was going to stay "creative" and "competitive" partly by working without a senate, without unions and without tenure.

Under significant financial and political pressure, in the face of the B.C. government's core review process, TechBC is rethinking a lease in a new building in suburban Surrey and faces other uncertainties.

The president's remarks caused surprise and dismay at CAUT and its provincial affiliate, the Confederation of University Faculty Associations of British Columbia. In 1998 the tecnologically-oriented university signed a deal with CAUT and CUFA/BC to end an international boycott of the institution. The agreement called for creation of a senate or senate-like body, guarantees of academic freedom, assurances there would be tenure and an open door to creation of a faculty association at TechBC.

Concerned the university might be backing out of the 1998 agreement, CAUT representative Bill Bruneau, along with CUFA/BC president Darwyn Coxson and CUFA/BC executive director Rob Clift met urgently on Sept. 27 with TechBC officials.



CAUT & CUFA/BC's watching brief on TechBC will continue confirms Bruneau.

In a press release issued late in the day, Watters reaffirmed his commitment to the objectives contained in the agreement and has agreed to issue a formal letter recommitting TechBC to the 1998 deal.

Bruneau said he was "pleased to see TechBC renew its commitment to the practice of academic freedom, and accept the central role of faculty members in academic decision-making.

"We understand that the institution is on its way towards making secure, continuing appointments of professors."

"TechBC well illustrates you cannot work at the cutting edge unless the people with the knowledge – the faculty – are given the freedom to go where their minds will take them and in doing so, create new knowledge and new curriculum," Coxson said.

B.C.'s government is calling for massive cuts in most public services, possibly as high as 50 per cent. Only health and education are to be spared, and they are unlikely to escape entirely. Yet, British Columbia lags the rest of the country in producing university graduates.

TechBC was the result of an intense public campaign to increase opportunities for university-level education in the South Fraser region, the fastest growing region in British Columbia.

CAUT and CUFA/BC will continue to keep a watching brief on TechBC. ■

Background: *Bulletin* reports September and October 1997; January, March, April and June 1998 available at www.caut.ca.

Newsline - En bref

Salary Agreement at Lethbridge

The University of Lethbridge Faculty Association and the board of governors signed a memorandum of agreement in June for salary and benefits from July 1, 2001 to June 30, 2002. The university's faculty members, professional librarians and academic assistants received a 4.5 per cent salary increase and professional supplement increases that now provide $1,500 for each librarian and faculty member and $1,115 for academic assistants. The one-year agreement also provides for improvements and coverage increases in the health care and dental plan.

La BUFA adhère au SNACPPU

La Bishop's University Faculty Association a voté en faveur de l'adhésion au Syndicat national de l'Association canadienne des professeures et professeurs d'université (SNACPPU), devenant ainsi la douzième association membre. La BUFA s'ajoute aux associations des universités Memorial, Mount Saint Vincent, Cape Breton, Mount Allison, York, Windsor, Laurentienne, Algoma, Winnipeg, Athabasca et à la CIEA/BC. Lors de sa réunion de juin, le Conseil exécutif du Congrès du travail du Canada a autorisé, à la suite d'un vote, le président du CTC à admettre le SNACPPU au sein de l'organisme. Une forte majorité de syndicats nationaux ont appuyé l'admission du SNACPPU. Nous espérons que les formalités d'adhésion seront terminées au cours des prochaines semaines, ce qui permettra ensuite au SNACPPU et à ses sections locales de faire pleinement partie du CTC.

CAUT Submits Budget Brief

In a recent budget brief submitted to the House of Commons Standing Committee on Finance, CAUT recommended the federal government revise the way it funds post-secondary education and guarantee that continued fiscal surpluses are directed into areas most needed. CAUT has proposed the creation of targeted funding that would be governed by the creation of a National Post-Secondary Education Act.

Skewed Research Chair Allocation

Academics and equity advocates have added their voices to a growing criticism of the Canada Research Chairs Program. According to the government's allocation figures, less than 17 per cent of the chairs awarded in the first year of the program have been distributed to women, and only 11 per cent have been allocated to junior researchers. Of the 323 research chairs allocated to date to faculty with rank, 73 per cent of the chairs were allocated to full professors even though only 39 per cent of faculty members currently hold the rank of full professor. On the other hand, only 27 per cent of research chairs were allocated to associate and assistant professors, although these categories represent 56 per cent of all teaching faculty. Associate and assistant professor are also the ranks in which 70 per cent of female faculty members teach. At these ranks women represent 36 per cent of the faculty complement, yet female faculty members received only 25 per cent of research chairs. "These results are particularly disturbing given that the program promised equitable distribution of chairs between men and women and between junior and senior researchers," said CAUT executive director Jim Turk.

Bishop's University Joins NUCAUT

Bishop's University Faculty Association has voted to join the National Union of the Canadian Association of University Teachers (NUCAUT), becoming the twelfth association to do so. Bishop's joins Memorial, Mount Saint Vincent, Cape Breton, Mount Allison, York, Windsor, Laurentian, Algoma, Winnipeg, Athabasca and CIEA/BC. At its June meeting, the Canadian Labour Congress Executive Council voted to authorize CLC president Ken Georgetti to admit NUCAUT to the CLC. A strong majority of national unions supported NUCAUT's admission. It is expected membership formalities will be completed in the next few weeks, enabling NUCAUT and its locals to take their place in the CLC. As members of NUCAUT, faculty associations will be eligible to join provincial federations of labour and community-based labour councils.

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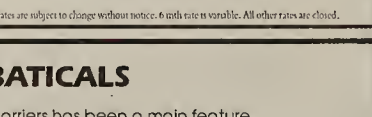
* Mortgage rates as of October 3/2001. These rates are subject to change without notice. 6 mth rate is variable. All other rates are closed.

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Copyright Amendments Could Threaten Academics' Access to Information

THE survival of academia's cherished "information commons" is on the line as Parliament gears up for another round of amendments to the Copyright Act. This time the focus is the impact of digital technology on the rights of creators, owners and users of copyright material.

According to Ken Field, a member of CAUT's intellectual property working group, the debate that will ensue in the coming months will be sharp and difficult. "For the big media and publishing conglomerates, digital technology presents an incredible opportunity to lock down their copyright property and prevent access to it by all but paying customers," he said. "If this happens, we can kiss fair-dealing and the public domain good-bye."

Industry Canada and Canadian Heritage have set the foundation for the debate in two consultation papers: A Framework for Copyright Reform and the Consultation Paper on Digital Copyright Issues. CAUT's submission along with others can be found at http://strategis.ic.gc.ca/SSG/rp00007e.html.

Despite the public input (the majority of which is critical of efforts to restrict access to works), Field cautions the consultation process has to be approached with care. "Instead of looking at the big picture, the departments have carved off a narrow subset of digital issues of interest to the owners of copyright," he said. "We can't let this process be derailed in this way."

Of particular concern to CAUT is the issue of "technological protection measures." Owners are now protecting their property with technological safeguards such as encryption, in their fight to prevent unauthorized duplication of their works. However, these measures are themselves vulnerable to circumvention and the owners are seeking harsh legal sanctions against such acts.

The difficulty with protection measures is that while they may prevent illegal or unauthorized copying, they can also prevent the exercise of a whole range of legal statutory rights such as fair dealing, accessing works in the public domain, archival preservation and library lending.

Field says if the Copyright Act was amended to include an absolute ban on the circumvention of technological measures and the devices that facilitate that purpose, the effect would be to render meaningless many of the rights of access to works enjoyed by Canadians.

"The fundamental balance in the Copyright Act between rights of ownership and rights of access is under grave threat," he said. "The interests of academic staff are on the line." ■

U of T Proposes Scholarship Changes

THE president of the University of Toronto says that scholarships given to bright but wealthy students should be spent instead on deserving students who are truly in financial need.

Robert Birgeneau is calling on other university presidents to support a plan to ensure that qualified but needy students get most of the available financial aid.

"It's great that people from poor families are able to come to university, but it's not fair in my opinion that they graduate with large debts," Birgeneau said. "That's the issue we're trying to address."

The proposal received immediate support from the Ontario office of the Canadian Federation of Students.

"This is something we've been suggesting forever," said Ontario chair Joel Duff.

Critics say the plan is not feasible, but Birgeneau points to the experience in the United States where last spring 28 private universities agreed to cooperate in ensuring that financial aid was distributed to lower-income students. As a result of the change, some needy students are now receiving thousands of dollars more in assistance.

York University's vice-president of enrolment and student services Deborah Hobson says the American answer cannot solve the Canadian problem.

"Birgeneau is a newcomer in town and doesn't understand the difference between an American private university and a large, Canadian public university," she said.

She points out that Canadian universities do not have the large endowment funds that U.S. schools do, and they admit a wider spectrum of students.

Carleton University president Richard Van Loon says universities want to reward academic excellence and "to take that ability out of our hands would not likely be supported." ■

AFN Lobbies Feds to Increase First Nations Education Funding

FIRST Nations people are bearing the brunt of rising tuition fees and stagnant funding for post-secondary education, the Assembly of First Nations is warning.

While tuition fees once again rose in 2001, Indian and Northern Affairs Canada did not increase its post-secondary funding program.

"Any time tuition goes up, because our budgets are capped at the First Nations level, that means fewer students can go to school, fewer are graduating and fewer are entering the work force," said Perry Bellegarde, chief of the Federation of Saskatchewan Indian Nations.

The funding crunch is prompting the Assembly of First Nations to press Ottawa to triple its funding for First Nations post-secondary education by adding about $600 million to the $300 million it currently spends.

The federal government indicated it would increase funding, Bellegarde explained, but only if the AFN could prove there was a demand for the program.

"So we've showed them the waiting lists," Bellegrade said. "The waiting lists are going to continue to grow as we get more Grade 12 graduates coming out. If governments don't see the need to put more dollars into educational programming, the statistics facing our people aren't going to get any better. In fact, they'll get worse."

The AFN insists that post-secondary education is part of their treaty rights and the matter has been put on the agenda of the treaty commissioner. ■

Tales of the Part-timer

☞ From PAGE A7

though contract academic staff members now do more than 50 per cent of the teaching in the United States (and probably a similar proportion in Canada).

And consciousness raising is necessary for adjunct faculty members because the nature of their employment tends to isolate many of them. The first step in bringing about a revolution for those who are being oppressed is to recognize that their experiences are not unique and individual but rather universal and systemic.

As Kathleen Joy Tigerman asserts in the conclusion of her contribution, the rewards for full-time and part-time faculty members coming together could be great. "... a united faculty could take back the power usurped by the administration's divide and conquer strategy. By doing this work of empowerment, we can inspire ourselves with this example of my former colleagues, and by the UPS workers, where full-timers struck over wages for part-timers.

As a united faculty, we could reestablish teaching to its rightful place of power, and the faculty as the eloquent voice of the people." (p. 73) ■

Tess Hooks teaches part-time in women's studies and the sociology department at the University of Western Ontario and is a member of CAUT's Contract Academic Staff Committee.

Treating Issues of Difference

☞ From PAGE A7

race, class, gender, ability, class and physical appearance. It addresses difference in a variety of social contexts: childhood, schooling, the family and institutions. It examines a range of modes of expressing difference, in personal relations, pop culture, pedagogic techniques or political action. It also provides a number of theoretical takes on how difference works and how it might be overcome, interspersing raw, personal accounts that are almost testimonials with more detached academic interpretations that nonetheless maintain a sense of commitment and compassion. The ethnography is embedded in the ethnos.

The book should appeal to many readers, from a variety of perspectives in several dimensions. If its popular appeal could be developed these accounts would do much to improve understanding on the part of the general public of what it means to live in a diverse society. I suspect, however, that its major audience will be university students, many of whom intend to go on to some form of educational profession. It provides an excellent text for courses on pedagogy, multiculturalism, social theory, and even public policy.

Difference, of course, is a relative concept. We live in a deeply normative society, in which everyone is measured against a norm defined by whiteness, heterosexuality, able-bodiedness and, usually, masculinity. These norms, and others, create difference in a variety of ways and with a range of implications for how difference is lived through institutional means.

The social processes, and the forms of discourse, involved in the construction of race, gender and ability are fundamentally diverse, although the emotional impact of the experiences generated through these social processes may have a great deal in common. Carl James makes this point as one of the central tenets of the collection: "... differences cannot be lumped together, but must be understood as socially constructed, relational, shifting, contextual and complex." (p. 24)

All of these features come out in a final conversation between James and Celia Haig-Brown, which explores the complex territory exposed by the essays, and reveals some of the contradictions and difficulties of maneuvering between the different and the same.

The dialogue technique is effective in a collection of this kind, much more so than a conventional writing style might be, because it leaves some gaps, it tells an unfinished story, it creates the sense that there are many more things to be said, from many perspectives. Yet it also maintains a sense of respect for the words and the lives of the contributors, highlights their wisdom, and carries the message that the book has a central message.

To express that message simply, I would use the words of Maxine Bramble: "difference makes a difference." (p. 281) ■

Audrey Kobayashi is professor of geography at Queen's University and president of the Canadian Association of Geographers.

Students Challenge Differential Fees

A QUEBEC tribunal is being asked to overturn a 1998 decision that dismissed a claim made by the McGill Students Society and student Paul Ruel that higher university fees for out-of-province students is discriminatory.

Since 1997, Quebec undergraduate students pay about $1,700 for a full course load, while out-of-province students are charged $2,900.

The lawyer for the students, Guy Bertrand, said the differential fee structure violates the Quebec and Canadian charter of rights guarantees of freedom of movement and freedom to establish a residence and earn a living in any province.

"This is discriminatory, based on both charters, in treating Canadians from Quebec differently from Canadians from outside Quebec," Bertrand told a three-member tribunal hearing the appeal.

The Quebec government defends its policy to assess different fees based on residence as necessary to keep tuition fees down and broaden access to university education.

Government lawyer Patrice Claude noted that even though non-resident students pay more than Quebec students, their tuition is still lower than the Canadian average.

He argued the differential fee structure is a political choice that lies well within the powers of the provincial education minister.

The tribunal is deliberating on the case. ■

Part-time faculty are academics too.

The overuse and exploitation of contract academic staff is one of the biggest challenges facing the academic profession.

That's why CAUT has joined with a coalition of organizations, unions and activists across the U.S. and Canada to designate October 28 to November 3, 2001 as Fair Employment Week. The campaign is designed to educate our campus communities, the public and policy makers about the effect the exploitation of contract academic staff has on the integrity of our post-secondary institutions. Our message — teachers' working conditions are students' learning conditions. Questions about the campaign, or interested in getting involved? Contact Vicky Smallman at smallman@caut.ca or (613) 820-2270. Visit www.caut.ca for details.

Fair Employment Week
October 28
to November 3



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PEOPLE CARRIÈRES

ACCOUNTING

CONCORDIA UNIVERSITY — Tenure-track positions in Accountancy at the rank of Assistant, Associate or Full Professor, effective June 1, 2002. Qualifications: A doctoral degree (completed or near completion) with concentration in Accounting. Duties: Teaching in any of the following areas: financial accounting, managerial accounting, auditing or taxation, mainly at the undergraduate level; and a commitment to research and scholarly publications. The normal course load is four courses per year. The regular academic terms are 13 weeks long, and start in September and January. Courses are also offered during the summer term on an accelerated basis. Salary: Salaries are competitive and commensurate with qualifications and experience. These positions are subject to budgetary approval. The Department: The Department of Accountancy, located in beautiful Montreal, is the only department in Canada accredited by the AACSB — The International Association for Management Education. It is one of five departments in the John Molson School of Business. The department has 22 full-time faculty members, is one of the largest in the country, and has an established record of excellence in professional accounting education and academic research. The department offers courses at the undergraduate, Diploma, MBA and PhD levels. The John Molson School of Business offers a full range of programs at both the undergraduate and graduate levels. Graduate programs include an MSc in Administration, an MBA program (with Executive and Aviation options), and a joint PhD program. The Faculty's programs are also accredited by the AACSB. Contact: Please contact Dr. Dominic Peltier-Rivest directly or send your complete application by January 15th, 2002 to: Dr. Dominic Peltier-Rivest: drivest@vax.concordia.ca, Chair, Department of Accountancy, John Molson School of Business, Concordia University, 1455 de Maisonneuve Blvd. West, Montreal, Quebec, Canada H3G 1M8 (Tel: 514-848-2778). In accordance with Canada's Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. Concordia University is committed to Employment Equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

SAINT MARY'S UNIVERSITY — The Department of Accounting in the Frank H. Sobey Faculty of Commerce, Saint Mary's University invites applications for three tenure track positions. Appointments will commence January 1, 2002 and/or July 1, 2002. Tenure-track appointments require strong teaching and research credentials, with an earned doctorate in hand or nearing completion at the time of appointment. Possession of a professional designation is also desirable. Candidates in any area of accounting are invited to apply. The department has identified a particular need in the area of management information systems and expects that one of the positions will be filled by a candidate with this area of specialty. Saint Mary's is a public university with approximately 7,500 students, offering a variety of undergraduate and graduate degrees, including a PhD in Management. The Frank H. Sobey Faculty of Commerce is housed in a new facility, fully compatible with the latest advances in information technology. With 65 full time faculty and an enrollment of approximately 2,500 full and part-time students, pursuing B.Comm, MBA, EMBA and PhD degrees, it is the largest business programme in Eastern Canada. In addition to being nationally known for its excellence in undergraduate teaching, the Faculty has also established an outstanding research record and a reputation for its international outreach. The Department of Accounting has a full-time teaching complement of thirteen, supported by approximately ten part-time instructors per semester. A wide range of Financial, Managerial, Auditing, Information Systems, and Taxation and Commercial Law courses are offered at both the undergraduate and graduate level. The Department graduates approximately 90 accounting majors per year. In accordance with Canadian Immigration requirements, preference will be given to Canadian citizens and permanent residents. Saint Mary's University encourages applications from women, aboriginal people, visible minorities and individuals with disabilities. Applicants should submit a letter of application, curriculum vitae and the names of three references to: Accounting Department Search Committee, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, N.S. B3H 3C3, Fax (902) 420-5892. The closing date for applications is November 1, 2001, or when positions are filled.

ALGOMA UNIVERSITY COLLEGE — at the Assistant/Associate Professor level, commencing either January 1, 2002 or July 1, 2002 in the areas of Financial and Managerial accounting. Candidates with teaching interests in managerial accounting and intermediate/advanced financial accounting and auditing will be given preference. Preferred qualifications include PhD completed or near completion with demonstrated high quality teaching experience, while consideration will be given to applicants with a graduate degree in accounting and a professional accounting designation. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Jong Yoo, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

CARLETON UNIVERSITY — The Eric Sprott School of Business invites applications for a full-time tenure-track position in Accounting at the rank of Assistant Professor for July 2002. Preference will be given to candidates with a teaching interest in financial accounting. The successful candidate is expected to teach undergraduate and graduate courses, supervise graduate students, conduct research, and participate actively in the ongoing development of our Accounting Concentration. The candidate should possess a PhD or equivalent degree in Accounting or be close to completing one, and demonstrate evidence of strong research and teaching skills. The newly named Eric Sprott School of Business, part of the Faculty of Public Affairs and Management (PAM), is committed to excellence in teaching and research. The School offers Bachelor of Commerce with Honours, Bachelor of International Business with Honours, Master in Business Administration, and PhD in Management degrees. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities, and persons with disabilities, and persons from these groups are encouraged to apply. Salary is competitive and commensurate with qualifications. The position is subject to budgetary approval. The competition remains open until November 15, 2001 or until the position is filled. Please send applications and three letters of references separately to: Dr. Vinod Kumar, Director, Eric Sprott School of Business, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6, Canada, tel: (613) 520-2379, fax: (613) 520-2522, e-mail: director@business.carleton.ca, url: http://www.business.carleton.ca.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Odette School of Business in the Accounting area commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: October 26/01. Contact: Dr. Rogel Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073, Email: jdeslip@uwindsor.ca

ACCOUNTING & FINANCE

THE UNIVERSITY OF SASKATCHEWAN — The College of Commerce consists of approximately 60 full-time faculty and offers a variety of specialization programs to approximately 1850 full-time students. A new state-of-the-art teaching facility was opened in 2000. Department of Accounting: Assistant/Associate/Full Professors of Accounting. Applications are invited for tenure-track or visiting positions at any rank in all areas of accounting, tax and AIS. Applicants should possess a relevant doctorate or be in the final stages of completion. A commitment to teaching excellence and publishing in quality journals is required. These degree programs in accounting are offered: bachelors, a research based Masters, and a professionally oriented Masters. Department of Finance and Management Science: Assistant/Associate Professor of Finance, Finance specialties desired are Derivatives, Financial Institutions, Corporate Finance, and Investments. Applications are invited for tenure-track positions in Finance at the rank of Assistant or Associate Professor. Applicants for the assistant position should have an earned doctorate in Finance or be near completion. Applicants will be judged on potential for excellence in teaching and research. Applicants for the associate position must have an established record of high quality teaching and scholarly research. Candidates should demonstrate that they value close interaction with students. Teaching is at the undergraduate, M.Sc., and MBA levels. Assistant Professor of Management Science: Areas of interest: Primary — Production and Service Operations Management; Secondary — Electronic commerce, Statistics/Decision Theory. Applications are invited for a tenure-track position in Management Science at the rank of Assistant Professor. Applicants must have an earned doctorate in Management Science/Operations Management or be near completion. Applicants will be judged on potential for excellence in teaching and research. Candidates should demonstrate that they value close interaction with students. A record of relevant industry experience is an asset. Teaching includes courses as the undergraduate and graduate levels. All Departments: Subject to budget approval, term positions may be available in Accounting, Business Communications, Finance, Industrial Relations and Organizational Behaviour, Management, Management Science, and Marketing. The University of Saskatchewan is committed to Employment Equity. Members of designated groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications. Please send applications, with a C.V. and the names of three references to: V. Lynne Pearson, Dean, College of Commerce, University of Saskatchewan, 25 Campus Drive, Saskatoon, SK, Canada S7N 5A7; email: pearson@commerce.usask.ca.

ADMINISTRATION DES AFFAIRES

LE COLLÈGE MILITAIRE ROYAL OU CANADA — Le département d'administration des affaires recherche des candidats pour combler un poste de professeur adjoint menant à la permanence dans les domaines suivants: processus décisionnel en matière de finances, gestion logistique, gestion stratégique, gestion de projet, finances ou comptabilité. Au nombre des qualifications requises, mentionnons un doctorat en administration des affaires, en gestion de la Défense ou dans un domaine connexe, un dossier acceptable de publications dans le domaine de la spécialité et une expérience satisfaisante de l'enseignement. Une nomination de chargé de cours pourrait être envisagée dans le cas de candidats exceptionnels qui en sont aux étapes finales de leur programme de doctorat. Le candidat retenu devra être prêt à donner des cours d'administration des affaires de premier et de deuxième cycle, en français et en anglais, de même qu'à participer à un programme actif de recherche. Il s'agit d'un poste bilingue exigeant une aptitude à lire et comprendre le français et l'anglais et à communiquer verbalement dans les deux langues officielles (profil linguistique PPP/PPP). La préférence sera accordée à la dotation du poste bilingue, mais une liste d'admissibilité pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. L'échelle salariale est de $40,948 à $68,008 par



Toronto, Canada

Tenure Track Faculty Appointments

York University, Faculty of Arts, Department of Psychology

York University in Toronto is soliciting applications for several tenure-track positions for July 1, 2002. The Department is a large, active and diverse one that offers doctoral programs in a number of areas. Successful candidates will teach both graduate and undergraduate courses and should have a promising publication record and program of research. Applicants are asked to identify the position for which they are applying.

Applications are invited for four tenure-track positions at the Assistant Professor level in the following areas.

Clinical Psychology
York's Graduate Program in Clinical Psychology subscribes to the Scientist-Practitioner model of clinical training and is accredited by both the Canadian Psychological Association and the American Psychological Association. Applicants must have a PhD in clinical psychology and be eligible for registration as psychologists in the Province of Ontario. They should have a promising program of scholarship in the areas of psychopathology or psychotherapy. The successful candidate will be expected to teach both undergraduate and graduate courses in psychological assessment and intervention and to engage in the clinical supervision of graduate students.

Clinical Psychology — Health
Applicants for this position must have a PhD in clinical psychology with a specialized background in health psychology and skills in cognitive-behaviour therapy. They should have a promising program of scholarship focused on the role of psychosocial factors in the etiology of various physical disorders. Applicants must be eligible for registration as psychologists in the province of Ontario. The successful candidate will be expected to teach both undergraduate and graduate courses and to engage in the clinical supervision of graduate students. Competence in the teaching and supervision of qualitative research will be an asset for applicants for either of these two positions.

Clinical Developmental Psychology
The Clinical-Developmental Program is CPA- and APA-accredited. Candidates should have a promising publication record and program of research with a Cognitive Developmental or Neurodevelopmental approach, and with a specialization in Developmental Disabilities, Pervasive-Developmental Disorders, Learning Disabilities, or Attention Deficit Hyperactivity Disorder. Graduate and undergraduate teaching and supervision in these areas will also be expected. A PhD in Psychology is required, and applicants must be eligible for registration with the College of Psychologists of Ontario.

Social/Personality
Social/Personality researchers conducting basic research in any subspecialty of the following areas are encouraged to apply: attitudes and social cognition, group processes and interpersonal relations, and personality processes and individual differences. The primary criteria for appointment will be demonstrated excellence in research and evidence of undergraduate and graduate teaching potential commensurate with experience. A PhD in Psychology is required.

* * * * *

Enquiries and applications with curriculum vitae, three letters of reference, and relevant reprints should be directed to **Professor Fredric Weizmann, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3**; e-mail weizmann@yorku.ca; fax: (416) 736-5814; phone: (416) 736 5116.

For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Psychology Department welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please call the Affirmative Action Office at (416) 736-5713.

In accordance with Canadian immigration requirements, Canadian Citizens and permanent residents will be considered first for these positions. All positions at York University are subject to budget approval.

Review of applications will begin November 15 and continue until the positions are filled.

ADVERTISING CORRECTION

THE UNIVERSITY OF MANITOBA would like to make a correction to the ads that appear on pages **B21** and **B22.**

There are three ads under the heading of **Medicine** that should have appeared under the heading of **Pharmacology** instead.

We apologize for any confusion this may have caused.

AD INDEX

B1 ACCOUNTING
ACCOUNTING & FINANCE
ADMINISTRATION DES AFFAIRES
B2 AGRICULTURAL SCIENCES
AGRICULTURE, FOOD & NUTRITIONAL SCIENCE
AMERICAN CULTURE
ANTHROPOLOGY
APPLIED HUMAN SCIENCES
APPLIED MATHEMATICS
ART & CULTURE STUDIES
B3 BIOLOGICAL SCIENCES
BIOLOGY
BIOMEDICAL SCIENCES
BIOPHYSICS & BIOCHEMISTRY
BIOSYSTEMS ENGINEERING
BUSINESS
BUSINESS ADMINISTRATION
B4 BUSINESS STRATEGY
CARRIBEAN STUDIES
CELL BIOLOGY
CHEMISTRY
CHEMISTRY & BIOCHEMISTRY
CLASSICAL LITERATURE
CLASSICS
CLASSICS & THEATRE DRAMA
COMMUNICATION STUDIES
COMMUNICATIONS & TECHNOLOGY
B5 COMPUTER SCIENCE
COMPUTING & INFORMATION SYSTEMS
DENTISTRY
DIGITAL TECHNOLOGIES
DRAMA
EARTH & ATMOSPHERIC SCIENCES
B9 EARTH SCIENCES
ECOLOGIST
ECONOMICS
B10 ECONOMICS FOR MANAGEMENT
ÉDUCATION
EDUCATION
ENGINEERING
B11 ENGLISH
B13 ENGLISH AS A SECOND LANGUAGE
ENVIRONMENTAL SCIENCE
ETUDES FRANÇAISES
EXERCISE SCIENCE
FAMILY STUDIES
FINANCE
FINE ARTS
FRENCH
GEOGRAPHY
B14 GERMANIC STUDIES
GESTION
HEALTH
B15 HEBREW LANGUAGE & LITERATURE
HISTOIRE
HISTORY
B16 INFORMATION SYSTEMS
INFORMATION TECHNOLOGY
ITALIAN
KINESIOLOGY
LANDSCAPE ARCHITECTURE
LAW
LIBERAL ARTS
LIBRARY
B17 LINGUISTICS
MANAGEMENT
MANAGEMENT SCIENCE
MANAGEMENT OF TECHNOLOGY
B20 MARKETING
MATHEMATICS
B21 MATHEMATICS & STATISTICS
MATHÉMATIQUES ET STATISTIQUE
MEDICINE
B22 MICROBIOLOGY & IMMUNOLOGY
MODERN LANGUAGES & LITERATURES
MUSIC
NEUROPSYCHOLOGIST
NEUROSURGERY
NURSING
ORGANIZATIONAL BEHAVIOUR
PHARMACY
PHILOSOPHY
B23 PHYSICAL ACTIVITY & HEALTH STUDIES
PHYSICS
PHYSICS & ASTRONOMY
B24 PHYSICS & MATHEMATICS
POLITICAL ECONOMY
POLITICAL SCIENCE
PSYCHOLOGY
B25 RELIGION
RELIGIOUS EDUCATION
B26 RESOURCE OR ENVIRONMENTAL ECONOMICS
SCIENCE POLITIQUE
SOCIAL JUSTICE
SOCIAL PSYCHOLOGY
SOCIAL SCIENCE
SOCIOLOGY
SOCIOLOGY & ANTHROPOLOGY
B27 SPANISH
STATISTICS
THEATRE
THEOLOGICAL STUDIES
TRADUCTION
TRANSLATION
UROLOGY
VISUAL & PERFORMING ARTS
WOMEN'S STUDIES
ZOOLOGY
ACCOMMODATIONS

Answer to Homework!

From page A3. The Etobicoke train regularly arrives at the station about two minutes after the Scarborough train. If Lothario arrives at random in the 10-minute interval between successive Scarborough trains, it is more likely that the next train will be going to Scarborough.

année plus une indemnité provisoire annuelle de 2,200$. Le salaire accordé dépendra de l'expérience et des qualifications du (de la) candidat(e). La personne nommée aura une période de stage de trente-six mois. Un curriculum vitae, accompagné d'une attestation d'étude, et d'un sommaire des intérêts de recherche, doit être envoyée à Mme Sherry Pottle, Bureau des Ressources humaines civiles, Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4. Tél: (613) 541-5010, poste 5694, Fax: (613) 541-4496, Courrier électronique : pottle@dnd.ca

LE COLLÈGE MILITAIRE ROYAL DU CANADA — Le département d'administration des affaires recherche des candidats pour combler un poste de professeur titulaire ou de professeur agrégé menant à la permanence. Au nombre des qualifications requises, mentionnons un doctorat en administration des affaires ou dans un autre domaine connexe, une vaste experience de l'enseignement des méthodes quantitatives, de la gestion de la production et/ou de la modélisation et de la simulation ou d'un autre domaine de specialité acceptable. Le candidat retenu aura également à son actif un solide dossier de publications dans un ou plusieurs des domaines susmentionnés ou connexes. Le candidat retenu devra être prêt à assumer les fonctions de chef du département d'administration des affaires, à donner des cours de deuxième cycle sur nos programmes de MBA et/ou de maitrise es arts en gestion et politique de la Defense, ainsi que des cours de premier cycle. Il devra également être dispose à participer pleinement aux divers aspects de l'administration du Collège. Il s'agit d'un poste bilingue exigeant une aptitude a lire et comprendre le français et l'anglais et à communiquer dans les deux langues officielles (profil linguistique PPP/PPP). La préférence sera accordée à la dotation du poste bilingue, mais une liste d'admissibilite pourrait être établie, et les candidats admis au concours pourraient être évalués aux fins de la dotation de postes similaires dont les exigences linguistiques peuvent varier. L'échelle salariale est de 67,186$ à 101,011$ pour un professeur titulaire, et de 56,253$ à 83,313$ pour un professeur agrégé plus une Indemnité provisoire annuelle de 2,200$. L'engagement au rang de professeur titulaire ou agrégé et le salaire seront offerts en fonction de l'expérience et des qualifications du (de la) candidat(e). La personne nommée aura une période de stage de trente-six mois. Un curriculum vitae, accompagné d'une attestation d'étude, et d'un sommaire des intérêts de recherche, doit être envoyée à Mme Sherry Pottle, Bureau des Ressources humaines civiles, Base des forces canadiennes Kingston, C.P. 17000, Succursale Forces, Kingston, ON K7K 7B4. Tél: (613) 541-5010, poste 5694, Fax: (613) 541-4496, Courrier électronique : pottle@dnd.ca

AGRICULTURAL SCIENCES

THE UNIVERSITY OF BRITISH COLUMBIA — Assistant Professor (Environmental and Natural Resource Economics). The Faculty of Agricultural Sciences and the Faculty of Forestry at the University of British Columbia seeks a tenure-track faculty appointee at the assistant professor level within the Food and Resource Economics Group (2/3) (http://www.agsci.ubc.ca/fre) and the Department of Forest Resource Management (1/3). The appointee will be expected to establish an externally-funded nationally recognized research program in environmental and natural resource economics, demonstrate a commitment to quality teaching at the graduate and undergraduate levels, and work collaboratively with colleagues within the University and community. The appointee will be expected to develop creative and innovative research and teaching in one or more of the following areas of environmental and natural resource economics: environmental policy and consumer and producer behavior; dynamic natural resource modeling, international environmental economics — including trade and/or development; agriculture, forestry, land and environment; air and water quality, and other related areas. Candidates with strong applied econometrics and quantitative skills are especially encouraged to apply. Candidates must hold a PhD (or be neanng completion of) in agricultural and resource economics, economics or a closely related area and have a demonstrated ability to conduct independent research. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply in accordance with Canadian immigration requirements; priority will be given to Canadian citizens and permanent residents of Canada. This position is subject to final budgetary approval. For consideration, send cover letter stating research and teaching interests, curriculum vitae, transcripts, and names and addresses of three external referees to: Search Committee Chair, Environmental and Resource Economics, Food and Resource Economics, Faculty of Agricultural Sciences, University of British Columbia, 248-2357 Main Mall Vancouver, BC V6T 1Z4, Canada, Fax (604) 822-4400. Applications will be accepted until November 10, 2001 or until position is filled.

AGRICULTURE, FOOD & NUTRITIONAL SCIENCE

THE UNIVERSITY OF ALBERTA — The Department of Agricultural, Food and Nutritional Science is seeking a full-time Research Associate to conduct research in molecular microbiology related to food and intestinal microorganisms, to coordinate activities in the Food Microbiology Laboratory and to take on teaching responsibilities at the undergraduate and graduate level in food microbiology. The candidate must have a PhD with demonstrated expertise in both molecular biology and food microbiology. Experience in teaching is desirable. The position offers a salary range of $35,000-$45,000. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including a statement of research and teaching interests, curriculum vitae, and the name of three referees should be sent by November 10, 2001 to Dr. Gwen Allison, Assistant Professor, Food Microbiology, Department of Agricultural, Food and Nutritional Science, University of Alberta, Edmonton, Alberta, Canada T6G 2P5. The candidate would be expected to start anytime after December 1, 2001. For further information on this position contact Dr. Gwen Allison at (780) 492-9841 / (780) 492-8314 (fax), email gwen.allison@ualberta.ca or visit our web site at www.afns.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta thrives on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

AMERICAN CULTURE

THE UNIVERSITY OF MICHIGAN — Native American Studies Program Director. Pending Authorization. The Program in American Culture at the University of Michigan wishes to fill the directorship of its Native American Studies program. This is a senior position that entails appointment to the faculty as a tenured associate professor or a tenured professor. We encourage applications from all relevant disciplines. Appointment may be fully in American Culture or may be joint with another program or department, depending upon the candidate. Although we welcome all specializations within Native American Studies, we particularly encourage applications from those with interests in cross-cultural relations and cultural studies, transnational U.S.-Canada, the Great Lakes region, and Oylbwe studies. The applicant should have a record of proven scholarly excellence. Preference will be given to those with some experience in administration. Responsibilities include program administration, advising, regional outreach activities, fundraising, and graduate and undergraduate teaching. A multi-year commitment is required. The committee will begin reviewing applications on October 1, 2001. To be guaranteed full consideration, an application should be received by November 1, 2001. Letters of application should be accompanied by a cv and a list of possible recommenders. Applications and nominations should be directed to: Philip J. Deloria, Chair, Native American Studies Search Committee, 2402 Mason Hall, Program in American Culture, Ann Arbor, MI 48109-1027. All applications will be acknowledged. The University of Michigan is an equal opportunity, Affirmative Action employer.

ANTHROPOLOGY

UNIVERSITY OF TORONTO AT MISSISSAUGA — Department of Anthropology invites applications for two tenure-stream positions in Anthropology at the rank of Assistant Professor. Field preferences include specialization in cross-cultural communication with a PhD in Anthropology. Field preferences for the second position include specialization in the area of archaeology with a focus on complex society, preferably in East Asia. PhD or equivalent is required as of July 1, 2002 or soon thereafter. The successful candidate will teach graduate and undergraduate courses. The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Canadian citizens and permanent residents will be considered first for these positions. The deadline for submissions of applications is December 14, 2001. Applications should include a Curriculum Vitae and one current research paper. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to Professor Hy Van Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 1A1, Fax: (416) 978-3217, Internet: vanluong@chass.utoronto.ca

THE UNIVERSITY OF TORONTO — solicits applications for a tenure-stream appointment as Assistant Professor in the Department of Anthropology, in the area of the Anthropology of Health. The position will complement one of the Canadian Research Chair appointments in sociocultural anthropology, advertised simultaneously with this position. Research interests should be in health and international development. Candidates are expected to be junior anthropologists, with promise in research and teaching who will make major contributions to the quality and stature of the department. The appointment will begin July 1, 2002. Salary commensurate with experience. Applicants should send a complete C.V., a short statement about their research programme, and appropriate material about their teaching. They should also submit the names of four anthropologists who could be consulted about their work. The application should be sent directly to Professor H. V. Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Room 1037 Toronto, Canada M5S 3G3. To ensure full consideration, the application should be received by November 1, 2001. Canadian Citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas.

THE UNIVERSITY OF TORONTO — solicits applications for two tenured or tenure-stream appointments in the Department of Anthropology. One position will be in the area of health and diseases. Research interests should be grounded in biological methodology. The position includes involvement with human biology and medical anthropology teaching programs. The other position will be in the area of the Anthropology of Asia. Preference will be given to candidates with expertise in cultural studies. The Department of Anthropology intends to nominate the successful applicants for a Canadian Research Chair, one at the the junior and one at the senior level. Accordingly, candidates are expected to be outstanding anthropologists, whose research and teaching will make major contributions to the quality and stature of the department. The appointments are at open rank, to begin July 1, 2002. Salary commensurate with experience. Applicants should specify which position they are applying for, send a complete C.V., a short statement about their research programme, and appropriate material about their teaching. They should also submit the names of four anthropologists who could be consulted about their work. The application should be sent directly to Professor H. V. Luong, Chair, Department of Anthropology, University of Toronto, 100 St. George Street, Room 1037 Toronto, Ontario, Canada, M5S 3G3. To ensure full consideration, the application should be received by November 1, 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

THE UNIVERSITY OF REGINA — The Department of Anthropology invites applications for a tenure-track position at the rank of Assistant Professor (subject to final budgetary approval) to begin on 1 July 2002. The successful applicant will be a sociocultural anthropologist, have a PhD by time of appointment, and be committed to thorough ethnographic research that is cross-cultural, socially grounded, and in an international setting outside of the continental Americas. Candidates should show evidence of, or potential for, an ongoing program of excellence in research and teaching in sociocultural anthropology, and high quality publications. The successful candidate's ethnographic research must support teaching in some of the following areas: social organization; gender; kinship and household formation; economic anthropology; political anthropology; and an ethnographic area. Descriptions of the Department's program are available upon request (306 585 4189), or from the University of Regina website http://www.uregina.ca/arts/anthropology. Applicants should submit a statement of research and teaching interests, a curriculum vitae, the names of three referees, a sample of writing, and, if available, course outlines and student evaluations to Dr. Murray Knuttila, Dean of Arts, University of Regina, Regina, Saskatchewan S4S 0A2 (Fax 306 585 5368). The deadline for applications is November 8, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Social Sciences invites applications for a budget-approved, full-time tenure-stream position in Anthropology at the Assistant Professor level, to commence 1 July 2002. The Division is looking for an anthropologist with broad training and some applied interests to join a small but vibrant three-field program at the undergraduate level, with graduate teaching in the Department of Anthropology. We particularly welcome candidates whose research interests include globalization or health PhD and field-based research required. The ideal candidate will bring new insights and skills in introductory and advanced teaching to challenge a rapidly growing, culturally diverse student body. The closing date for applications is November 30 2001. Applications should include a curriculum vitae, samples of publications or writing, plus evidence of teaching ability. Applicants should also arrange to have three letters of recommendation sent to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ont M1C 1A4, Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

APPLIED HUMAN SCIENCES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in the field of Human Relations, the other in Therapeutic Recreation. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internetjobs.cfm

APPLIED MATHEMATICS

YORK UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics, in the area of Infinite Dimensional dynamical systems, with applications to population biology, neural networks, or data mining. The successful candidate must have a PhD and is expected to have a proven record of research and superior teaching ability. Preference will be given to candidates who can make solid contributions to an undergraduate programme in Computational Mathematics and to the graduate programme, and who can strengthen existing areas of present and ongoing research activity. The position commences July 1, 2002 and the selection process will begin on January 7, 2002. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Dynamics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3 Fax: (416) 736-5757. E-mail: dynamics.recruit@mathstat.yorku.ca, www.math.yorku.ca/Hiring/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. All positions at York are subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713.

YORK UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics to commence July 1, 2002. Applications in the areas of Operations Research or Applied Discrete Mathematics will be considered. The successful candidate must have a PhD and is expected to have a proven record of research and superior teaching ability. Candidates will be expected to provide leadership to the undergrad OR program, and to make a solid contribution to the mathematics graduate programme. The selection process will begin on January 7, 2002. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Applied Mathematics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3 Fax: (416) 736-5757. E-mail: appld.recruit@mathstat.yorku.ca, www.math.yorku.ca/Hiring/. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. All positions at York are subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713.

ART & CULTURE STUDIES

SIMON FRASER UNIVERSITY — The School of Contemporary Arts invites applications for a tenure-track position, to be appointed at the Assistant Professor rank in the Art and Culture Studies Area of the School, beginning September 1, 2002. The School for the Contemporary Arts is an interdisciplinary department offering B.F.A.'s in Dance, Film, Music, Theatre and Visual Art, a B.A. in Art and Culture Studies, and an interdisciplinary M.F.A. The Art and Culture Studies program offers interdisciplinary courses in contemporary issues, contemporary theory, and the social history of art and culture. Applicants for this position should have a doctoral degree (in hand or near completion), evidence of active scholarship, promise of excellence in research, and teaching experience. All areas of scholarly specialisation in the fine and/or performing arts and their cultural context will be considered. The ability to teach courses from an interdisciplinary perspective is an asset. Maintaining a strong record of research and scholarly publication is a requirement for tenure and promotion at Simon Fraser University. The successful candidate will actively pursue their own research, be instrumental in developing our undergraduate program in Art and Culture Studies, design and teach large lecture classes in the contemporary arts to B.A. and B.F.A. students, and develop seminars for undergraduate or M.F.A. students. Committee work and graduate supervision are expected. Deadline November 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. This position is subject to budgetary approval. Applicants should send a C.V., an outline of research interests, a statement of teaching interests, up to three reprints, and the names, addresses, and phone numbers of three referees to: Martin Gottfried, Director, School for the Contemporary Arts, Simon Fraser University, 8888 University Drive, Burnaby, BC, V5A 1S6, Canada, Fax: 604-291-5907.

The Canadian Association of University Teachers Announces the 34th Annual

J.H. Stewart Reid Memorial Fellowship for 2002–2003 Doctoral Studies

The J.H. Stewart Reid Memorial Fellowship has been established through voluntary contributions to honour the memory of the first Executive Secretary of the Association.

Details:
- One fellowship in the amount of $5000
- Tenable for a doctoral program in any field of study at any Canadian university
- Duration of one year

Application Closing Date:
April 30, 2002

Qualifications:
- Registration in a doctoral program at a Canadian university.
- Canadian citizenship or residence in Canada with landed immigrant status from April 30, 2001 or earlier.
- Candidates must have completed their comprehensive examinations, or equivalent, and have had their Doctoral thesis proposal accepted by April 30, 2002.
- A first class academic record in a graduate program.

The Fellowship recipient will be announced in July 2002. An announcement will also appear in a fall edition of the CAUT Bulletin.

For further information and application forms, write to:
Peggy Richer, Awards Officer, Canadian Association of University Teachers
2675 Queensview Drive, Ottawa, Ontario K2B 8K2; richer@caut.ca
or visit our web site at http://stewartreid.caut.ca.

CAUT

L'Association canadienne des professeures et professeurs d'université annonce

La 34e bourse annuelle J.H. Stewart Reid pour études doctorales 2002–2003

La bourse à la mémoire de J.H. Stewart Reid est constituée de dons volontaires consentis par des personnes et des organismes en témoignage de gratitude à l'égard du premier secrétaire général de l'Association.

Critères :
- Une bourse d'études de 5 000 $
- Offerte pour les programmes de doctorat de tous les domaines dans une université canadienne
- D'une durée d'un an

Date limite des demandes :
30 avril 2002

Conditions :
- Être inscrit dans un programme de doctorat dans une université canadienne.
- Être citoyen canadien ou résident canadien à titre d'immigrant reçu depuis le 30 avril 2001 ou avant.
- Avoir terminé les examens de synthèse ou l'équivalent et avoir vu son projet de doctorat approuvé avant le 30 avril 2002.
- Avoir des notes scolaires excellentes dans un programme de 2e ou 3e cycle.

Le nom du lauréat ou de la lauréate sera annoncé en juillet 2002. Il sera aussi annoncé dans un numéro de l'automne du Bulletin de l'ACPPU.

Renseignements et formulaires de demande :
Peggy Richer, agente des bourses, Association canadienne des professeures et professeurs d'université, 2675, prom. Queensview, Ottawa ON K2B 8K2;
richer@caut.ca ou visiter notre site : http://stewartreid.caut.ca.

ACPPU

CAREERS CARRIÈRES

BIOLOGICAL SCIENCES

THE UNIVERSITY OF WINDSOR — Invites applications for a tenure-track position in the Department of Biological Sciences in the area of Physiology commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions Closing Date of Applications November 30/01. Contact: Dr. David A. Cotter, Head, Department of Biological Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 2697; Fax: 519.971 3609, Email: cotter1@uwindsor.ca

BIOLOGY

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience concordia.ca/internet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking for one senior Canada Research Chair in Genomics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience concordia.ca/internet/jobs.cfm

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Biology (Fredericton) seeks applicants for an Instructor position. The successful candidate will be responsible for teaching Biology courses (Human Anatomy and Pathophysiology) to primarily Nursing students in Moncton (home campus) and Bathurst. Applicants must have a minimum of a Master of Science in Biology in pathophysiology, physiology or closely related field. Questions regarding position should be directed to the Chair of Biology. The position will commence 1 January 2002. Closing date for applications is 1 November 2001 or until a qualified person is found. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of New Brunswick is committed to the Principle of Employment Equity. Candidates should submit a letter of application describing their teaching interests and curriculum vitae with the names of three potential referees to: Prof. T.G. Dilworth, Department of Biology, University of New Brunswick, Bag Service (45111, Fredericton, NB, E3B 6E1; phone:(506) 453-4582, e-mail: drlw@unb.ca.

BIOMEDICAL SCIENCES

THE UNIVERSITY OF GUELPH — The Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, is seeking applicants for three tenure-track positions at the Assistant or Associate Professor level. Applicants must have a PhD degree or equivalent. Expertise in any aspect of biomedical sciences and/or a D.V.M degree or equivalent would be beneficial. Preference will be given to those applicants who have a research emphasis in a field that is complementary to an existing area of research strength in the department. Applicants should have a strong commitment to research, and either have an established research program, or exhibit a clear potential for establishing successful, externally funded research and graduate programs in one or more of the biomedical science disciplines. The Department of Biomedical Sciences, together with the Departments of Clinical Studies, Pathobiology, and Population Medicine, and the Veterinary Teaching Hospital comprise the academic core of the Ontario Veterinary College. The Department of Biomedical Sciences offers undergraduate courses in the Doctor of Veterinary Medicine program, and in the Bio-Medical Science and Toxicology Bachelor of Science majors. Appointments will be made to cover teaching needs in three disciplines that are core subjects in these programs, namely physiology, veterinary pharmacology, and embryology/developmental biology. Further information about the undergraduate programs can be found on the following web sites: http://www.chembio.uoguelph.ca/toxtox htm (B.Sc. Toxicology site); http://www chembio.uoguelph.ca/tox/biomed%20tox.htm (Biomedical Toxicology site) http://www.uoguelph.ca/hbsns/BMS/BMS_Major.htm (B.Sc. Bio-Medical Science) http://www.ovc uoguelph ca/dvm2000/ The Department offers M.Sc. and PhD programs, and is also involved in the Doctor of Veterinary Science (D.V.Sc.) graduate program administered by the College. The successful applicants will be expected to develop graduate training programs, and participate in various activities related to the departmental graduate programs, including membership on advisory committees, examination committees and as instructors in graduate courses. Further information about the graduate programs and areas of research activity can be found on the college and departmental web sites: http://www.ovc.uoguelph ca/. The City of Guelph (http://www.city guelph on.ca/) is a vibrant community of approximately 100,000 residents, and has a strong arts and cultural focus. The city is situated close to Toronto, Hamilton, Kitchener-Waterloo and London, and there are significant collaborative links between Guelph and other universities, and with health science centres in this region of southern Ontario. The University also has a unique relationship with the Ontario Ministry of Agriculture, Food and Rural Affairs (OMAFRA), providing access to research stations and support funding. The University is committed to an Employment Equity Program that includes special measures to achieve diversity among its faculty and staff. We therefore, particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for these positions. Salary is negotiable and commensurate with experience and qualifications. The appointments are subject to final budgetary approval. The deadline for applications is December 31, 2001, or until the positions are filled. Please send a letter of application, a complete curriculum vitae and the names and addresses of four referees to: Dr. J. F. Leatherland, Chair, Department of Biomedical Sciences, Ontario Veterinary College, University of Guelph, Guelph, ON N1G 2W1, Canada Fax: (519) 767 1450; E-mail: jleather@ovc.uoguelph.ca

BIOPHYSICS & BIOCHEMISTRY

THE UNIVERSITY OF GUELPH — The Department of Molecular Biology & Genetics. A position for a Postdoctoral Fellow / Research Associate is available immediately, and is funded for 3 years by a Canadian Institutes of Health Research Grant. Our laboratory is interested in the structures of myelin basic protein isoforms, and the roles that they play in myelin sheath formation, and as the primary autoantigen in multiple sclerosis. We apply numerous biochemical and biophysical approaches including 2D crystallisation and electron microscopy, mass spectrometry, CD, EPR, molecular modelling and dynamics, and are now embarking on high-resolution structural studies using solution NMR. We are especially seeking an individual to work in NMR; this person will be based in the laboratory of Dr. Mitsu Ikura, Ontario Cancer Institute, Toronto, as part of a collaborative effort, with joint supervision. Recent PhD graduates with experience in protein expression and purification, and a strong interest in structural biology are encouraged to apply. Experience in NMR is desirable but not necessary. Salary will be commensurate with experience. To apply, please submit a cover letter stating career goals and interests, a brief Curriculum Vitae, and the names of 3 references to: Dr. George Harauz, Director, Biophysics Interdepartmental Group, c/o Department of Molecular Biology and Genetics, University of Guelph, Guelph, Ontario, Canada N1G 2W1; phone:(519)-824-4120, ext. 2535; fax:(519)-837-2075; e-mail:gharauz@uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

BIOSYSTEMS ENGINEERING

MCGILL UNIVERSITY — The Department of Biosystems Engineering invites applications for a tenure track position at the Assistant Professor level. The candidate must have a PhD and is expected to register as an engineer in Canada. She will be required to teach at both the undergraduate and graduate levels in the areas of mechatronics and instrumentation, supervise undergraduate and graduate students, and develop an externally funded research program. The successful applicant is expected to assume her/his responsibilities by June 1, 2002. The department has research in a number of areas in the agri-food system, environment, computer applications, and biological systems. Through the position advertised here the department seeks to strengthen the areas of automation and instrumentation, including the use of robotics, machine vision, and electronic sensors in the operation and management of machines and machine systems. Applications in other areas of expertise are, however, also welcome. Applications should include a detailed CV, names and addresses of three referees, and copies of three or four recent publications and should be sent to: Professor Robert Kok, Chair of the Selection Committee, Department of Biosystems Engineering, Macdonald Campus of McGill University, 21,111 Lakeshore Road, Ste Anne de Bellevue, QC, Canada H9X 3V9. All applications should be received before December 31, 2001. Information about the department can be found at http://www.agrenv.mcgill.ca/agreng/. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

BUSINESS

WILFRID LAURIER UNIVERSITY — The School of Business and Economics invites applications for tenure-track positions in the Accounting and Marketing areas commencing July 1, 2002. Depending on qualifications and experience, most appointments will be made at the rank of Assistant or Associate Professor. For the Accounting position expertise is sought in the area of financial accounting, auditing, accounting information systems, and/or tax. The area of expertise for the Marketing position is open. Qualifications include PhD or ABD with evidence of strong research and teaching potential. The School has seventy full time faculty in Business, sixteen hundred undergraduates and over two hundred and fifty part-time and full-time MBA students. Laurier's business programs focus on the development of applied general management knowledge, skills and attitudes. With a mission to achieve excellence in management education, we provide strong support for faculty to fully develop both their teaching and research capabilities. As a consequence, we are particularly interested in candidates who seek to maintain a balance between their scholarly and instructional pursuits and are committed to excellence in both. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Please direct applications by November 30 to: John McCutcheon, Acting Associate Dean of Business/ Faculty Development & Research, School of Business & Economics, Wilfrid Laurier University, 75 University Ave. W., Waterloo, Ontario, N2L 3C5, jcmccut@wlu.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant Professor level, starting in Fall, 2002, subject to budgetary approval. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

McMASTER UNIVERSITY — The Michael G. DeGroote School of Business invites applications for a tenure-track position at the Assistant/Associate Professor level, commencing Fall 2001 in the area of Accounting. Preference will be given to candidates with teaching interest in auditing, EDP auditing, E-commerce, information systems and/or advanced financial accounting. The candidate's PhD should be completed by the commencement of the appointment, preferably with demonstrated high quality teaching and research. Duties include research (McMaster is a "research intensive University") and teaching at both the graduate and undergraduate levels. Salary will be commensurate with academic qualifications, teaching and practical experience. Applications should contain a curriculum vitae and the names and contact information of three referees. Send applications and all supporting documentation to: Dr. V.V. Baba, Dean, Michael G. DeGroote, School of Business, McMaster University, 1280 Main St. W., Hamilton, ON L8S 4M4, Email: baba@mcmaster.ca

THE UNIVERSITY OF WINDSOR — invites applications for the Odette Research Chair in Business in the Odette School of Business commencing July 1, 2002. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Closing date of applications: November 1/01. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519-253-3000, ext. 3091, Fax: 519-973-7073, E-mail: jdeslip@uwindsor.ca.

BUSINESS ADMINISTRATION

THE ROYAL MILITARY COLLEGE OF CANADA — The Department of Business Administration invites applications for a tenure track position at the level of Assistant Professor in any area of Financial Decision Making, Logistics Management, Strategic Management, Project Management, Finance or Accounting. The required qualifications are a PhD in Business Administration, Defence Management or a related field, an acceptable record of publications in the area of speciality and acceptable teaching experience. An appointment at the Lecturer level may be considered for outstanding candidates who are in the final stages of their PhD program. The successful candidate should be prepared to teach in both English and French in Business Administration at both the undergraduate and graduate levels. Additionally, the candidate will be required to conduct an active research program. This is a bilingual position, which requires an ability to read, comprehend and communicate orally in both official languages with a required linguistic profile of PPP/PPP. Preference will be given to staffing the bilingual position. However, an eligibility list may be established and candidates who apply for this competition may be assessed to staff similar positions with various linguistic requirements. The salary range is $40,948 to $68,008 per annum plus an annual Terminable Allowance of $2200. Starting salary will be in accordance with experience and qualifications. The appointments will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae and a summary of research interests, to: Ms. Sherry Pottle, Civilian Human Resources Office, Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5694, Fax: (613) 541-4496, Email: spottle@dnd.ca. The expected starting date for the position is 2 July 2002. The closing date for applications is 2 November 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/icic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. We are committed to employment equity. Vous pouvez obtenir ces renseignements en français.

THE ROYAL MILITARY COLLEGE OF CANADA — The Department of Business Administration invites applications for a tenure track position at the level of Full or Associate Professor. The required qualifications are a PhD in Business Administration or other related field, considerable teaching experience in Quantitative Methods, Production Management and/or Modelling and Simulation or other acceptable area of speciality. The acceptable candidate will also have a strong record of publications in one or more of the above or related fields. The successful candidate should be prepared to become the Head of the Department of Business Administration, give graduate courses in our MBA and/or Master's of Arts in Defence Management and Policy programs, and to teach undergraduate courses. The successful candidate must also be prepared to fully participate in the administrative aspects of the College. This is a bilingual position, which requires an ability to read, comprehend and communicate in both official languages (linguistic profile of PPP/PPP). Preference will be given to staffing the bilingual position. However, an eligibility list may be established and candidates who apply for the competition may be assessed to staff similar positions with various linguistic requirements. The salary range is $67,186 to $101,011 for Full Professors and $56,253 to $83,313 for Associate Professors plus an annual Terminable Allowance of $2200. Entry at the level of Full or Associate Professor and starting salary will be set in accordance with experience and qualifications. The appointment will be subject to a probationary period of 36 months. Interested candidates should forward their curriculum vitae, names of references and a summary of research interests to: Ms. Sherry Pottle, Civilian Human Resources Office, Canadian Forces Base Kingston, P.O. Box 17000, Station Forces, Kingston, ON K7K 7B4, Phone: (613) 541-5010, extension 5694, Fax: (613) 541-4496, Email: spottle@dnd.ca. The expected starting date for the position is 2 July 2002. The closing date for applications is 2 November 2001. In accordance with the Public Service Employment Act, preference will be given to Canadian citizens. Candidates with foreign educational credentials are required to provide proof of Canadian equivalency. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/icic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. We are committed to employment equity. You may consult the Canadian Information Centre for International Credentials at http://www.cmec.ca/icic/ for further information. The Royal Military College of Canada is a coeducational and bilingual institution, and this position is offered equally to women and men. We are committed to employment equity. For more information about the Royal Military College, visit our website at www.rmc.ca Vous pouvez obtenir ces renseignements en français.

ALGOMA UNIVERSITY COLLEGE — The Department of Business Administration invites applications for a tenure track appointment at the Assistant/Associate Professor level, commencing either January 1, 2002 or July 1, 2002. The position requires the ability to teach

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Memorial
University of Newfoundland

Business Administration Position
SIR WILFRED GRENFELL COLLEGE
Corner Brook, Newfoundland

Sir Wilfred Grenfell College is a small (1100 students) Liberal Arts and Science institution and a campus of Memorial University of Newfoundland. Memorial is the largest university in Atlantic Canada and, as the Province's only university, plays an integral role in the educational and cultural life of Newfoundland and Labrador through offering diverse graduate and undergraduate programmes to almost 16,000 students. At Sir Wilfred Grenfell College, our emphasis is on a small-class environment and teaching excellence in distinctive multi- and interdisciplinary degree programmes with four-year Bachelor's degrees in Arts (English, environmental studies, historical studies, humanities, psychology, and social/cultural studies), Fine Arts (theatre and visual arts), Scienre (environmental scienre), and Nursing. Visit our website: www.swgc.mun.ca.

Grenfell College is located in the City of Corner Brook on Newfoundland's West Coast. Corner Brook (population 22,000) is a safe and friendly city with exrellent recreational and cultural facilities, situated in an area of great natural beauty, overlooking the Bay of Islands and affording a spectacular view of the Blomidon Mountains. The City is some 80 kilometers from Gros Morne National Park and 10 kilometers from Marble Mountain, one of Eastern Canada's premier downhill ski resorts.

Sir Wilfred Grenfell College invites applications for a full-time three year contractual position in Business Administration. An MBA is required and preference will be given to candidates who also possess a GA designation. Teaching experienre at the university level is an asset. The candidate will be responsible for courses leading to a minor in Business Administration. These courses may include Introduction to Business, Accounting, Marketing and Financial Management; additional areas of expertise and teaching such as Labour Relations and Human Resource Management will also be considered.

This appointment will take effect January 1, 2002 and is subject to budgetary approval. Salary will reflect qualifications and experienre in accordance with the Collective Agreement governing faculty at Memorial University of Newfoundland. Applications will be accepted until **November 19, 2001** or until the position is filled. A letter of application along with a curriculum vitae, teaching dossier and the names of three references should be sent to **Dr. Tom Daniels, Vice-Principal, Sir Wilfred Grenfell College, Memorial University of Newfoundland, Corner Brook, NF, A2H 6P9.** Telephone 709-637-6231. Fax 709-637-6218. Email: tdaniels@swgc.mun.ca.

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Memorial University is committed to employment equity and encourages applications from qualified women and men, visible minorities, aboriginal people and persons with disabilities.

UNIVERSITÉ YORK UNIVERSITY
Toronto, Canada

Contractually Limited Position in Clinical-Developmental Psychology
York University, Faculty of Arts, Department of Psychology

Applications are invited for a one-year Contractually Limited (Leave Replacement) position in Clinical-Developmental Psychology for July 1, 2002 at the Assistant Professor level. The Clinical-Developmental Program is CPA- and APA- Accredited. Candidates should have teaching and research interests in one or more of the following areas: intervention methods with children, child and adolescent psychopathology, learning disabilities, and program evaluation. The primary responsibilities of this position are in graduate teaching; however, a program of independent research in the above areas would be a clear asset. A PhD in Psychology is required, and applicants must be eligible for registration with the College of Psychologists of Ontario.

Enquiries and applications with curriculum vitae, three letters of reference, and relevant reprints should be directed to **Professor Fredric Weizmann, Chair, Department of Psychology, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3**; e-mail weizmann@yorku.ca; fax: (416) 736-5814; phone: (416) 736 5116.

For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Psychology Department welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If you require additional assistance, please call the Affirmative Action Office at (416) 736-5713.

In accordance with Canadian immigration requirements, Canadian Citizens and permanent residents will be considered first for this position. All positions at York University are subject to budget approval.

Review of applications will begin November 15 and continue until the position is filled.

McGill

Board Certified Reproductive Endocrinologist
Department of Obstetrics and Gynecology

The Department of Obstetrics and Gynecology at McGill University wishes to recruit a Board Certified Reproductive Endocrinologist to join its faculty. The Department is at the forefront of research in reproductive medicine. The Division of Reproductive Endocrinology and Infertility is directed by Professor Togas Tulandi, while the Division of Reproductive Biology is led by Professor Roger Gosden.

Clinical skills ideally include experience in assisted reproductive technologies, reproductive surgery and gynecological endocrinology, including menopause. The candidate should have a proven track record in basic or clinical research. Substantial start-up funds are available to support the development of an externally-funded research program. The level of appointment will be based on the applicant's seniority and experience. In accordance with Canadian immigration requirements, this position is offered in the first instance to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

Those interested should submit a letter describing their clinical experience, research interests, a curriculum vitae and the names of three references to:

Dr. Seang Lin Tan, James Edmund Dodds Professor and Chairman
Department of Obstetrics and Gynecology, McGill University
Royal Victoria Hospital, 687 Pine Avenue West
Montreal, Quebec, Canada, H3A 1A1
Fax: (514) 843-1678
E-mail: seanglin.tan@muhc.mcgill.ca

Closing date for applicants: **November 1, 2001.**

THE UNIVERSITY OF BRITISH COLUMBIA

CANADA RESEARCH CHAIR PHYSICAL ACTIVITY AND THE HEALTH OF WOMEN AND GIRLS

Applications are invited for a full-time tenure track Assistant/Associate Professor to develop a distinguished research program appropriate to Tier II Canada Research Chair Applications. Tier II candidates must demonstrate innovative and original research which would attract excellent trainees and enhance collaborative interactions with UBC's Population Health, Services and Human Development CRC Cluster.

The Position: The scholar must have a strong background in research in physical activity, exercise, and fitness in relationship to women and girls' health and a demonstrated ability to collaborate with an interdisciplinary research team. There are several specific areas in physical activity and women and girls's health that would build on existing strengths, all requiring an interdisciplinary approach. The specific foci will be dependent on the recruited candidate. Specific targeted areas are (a) physical activity and bone health (b) physical activity in preventing obesity, (c) the role of exercise training in falls prevention and quality of life in the elderly, (d) the mental and physical health benefits of activity across the lifespan, and (e) community health promotion through physical activity.

Salaries are negotiable, commensurate with experience and are subject to final budgetary approval as well as approval as a Canada Research Chair. The closing date for applications is **December 1, 2001**. Preferred start date is January 2003. UBC hires on the basis of merit and is committed to employment equity. Canada Research Chairs are open to individuals of any citizenship. We encourage all qualified persons to apply. Please send applications, including CV, description of research interests, copies of up to five publications, and names of 3 referees to:

Dr. Peter Crocker, Director
School of Human Kinetics
The University of British Columbia
6081 University Blvd.
Vancouver, BC, Canada V6T 1Z1

Tel:604-822-2767
Email: pcrocker@interchange.ubc.ca

For Canada Research Chair program: http://www.chairs.gc.ca. For Physical Activity Chair summary and School information: http://www.hkin.educ.ubc.ca.

SIMON FRASER UNIVERSITY

Weyerhaeuser Professorship in Change Management

The Faculty of Business Administration at Simon Fraser University is seeking candidates for its newly created Weyerhaeuser Professorship in Change Management. Candidates will be considered at the Associate or Full Professor levels. The successful candidate will have *published* significant research on *organizational* change and demonstrate a commitment to continuing excellence in research and teaching in the field of organizational change and development. The successful candidate will also have past success at attracting research funding, significant connections to the change management practitioner community and success at executive education.

The Weyerhaeuser Company is an integrated wood products company known for its commitment to ecological ways of thinking and acting, being a valued resource in the communities it does business in and a long history of partnership with university researchers. The funding provided by the Weyerhaeuser Corporation is intended to augment a regular appointment within the Faculty and create opportunities for studying change management. Weyerhaeuser funding is, in the first instance, for a period of five years.

The Weyerhaeuser Professor will become a member of the Management and Organization Studies Area of the Faculty of Business. The area offers courses and specializations in the Faculty's undergraduate program, Executive MBA, Management of Technology MBA and Specialized MBA. The area is investigating the creation of an MBA in Change Management and Consulting and the Weyerhaeuser Professor would be expected to be a leader in such a program. Professors can have Ph.D. students through special studies and the Faculty is developing a Ph.D. program.

Canada Research Chair in Management of Technology

The Faculty invites applications and nominations for the position of Canada Research Chair in Management of Technology. This academic position is an integral component of Simon Fraser University's Strategic Research Plan to meet the needs of the knowledge-based society and economy.

The Faculty is interested in expanding its research efforts into the emerging domain of technology-based business enterprises. The subject area, Management of Technology, will be interpreted quite broadly. It includes features of Policy, Management, Leadership, and other business disciplines used to study the transfer of knowledge between scientific research, technical innovations and the practice of management.

The successful candidate will have an outstanding record of scholarship in one or more of these subject areas. In addition, he/she will have extensive experience interacting with business firms whose success depends on their management of technology. Such firms are ones that use new technology to innovate in the areas of product and service design, that develop new methods and procedures to produce those products and services, and that articulate and implement the conceptual tools used to obtain successful business practices. The CRC appointee will also continue, and develop further, his/her current research programs as well as facilitate the ongoing research of existing faculty into technology management.

The **Faculty of Business Administration** offers a full range of post-secondary and graduate programs including an MBA Management of Technology Program as well as regular and executive MBA programs, an on-line Graduate Diploma in Business Administration, and a substantial BBA program for undergraduate students. We have substantial strengths in teaching and research excellence with a history of successful experiences in cross-disciplinary work and contact with the business community. Located in the Lower Mainland of British Columbia, **Simon Fraser University is ranked as one of the best comprehensive universities in Canada.**

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

The search will close on **December 31, 2001** or when the positions have been filled. For further information or to apply, please submit a recent CV, along with a statement of current and future research interests to: Dr. Lindsay Meredith, Chair, Appointments Committee, Faculty of Business Administration, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia V5A 1S6 CANADA. • E-MAIL: meredith@sfu.ca • FAX: 604-291-5833

Faculty of Business Administration
www@sfu.ca www.bus.sfu.ca

in a range of disciplines such as business strategy, international business, human resource management, organizational behaviour, or general management. Excellence in undergraduate teaching and course development is highly valued. Preference will be given to candidates with PhD or near-completion and with demonstrated high quality teaching experience. Salary will be commensurate with experience and qualifications. Applications, including a Curriculum Vitae, a statement of personal interests and career goals, and the names of three referees, should be sent to: Dr. Jong You, Academic Dean, Algoma University College, 1520 Queen Street East, Sault Ste. Marie, ON P6A 2G4. Algoma University College offers over 25 undergraduate degree programmes in a small personal environment where students can maximize their university experience (for more information visit our website at www.auc.ca). Sault Ste. Marie, Ontario, with a population of approximately 80,000, offers the amenities of a large urban center — theatre, music, restaurants, galleries, recreation and professional services — in combination with the friendliness, safety and clean environment of a smaller center. Situated in the heart of the Great Lakes, the city is surrounded by lakes, rivers and forests and provides easy access for those interested in boating, hiking, camping and eco-tour experiences. In accordance with Canadian employment and immigration regulations, this advertisement is directed first to Canadian citizens and permanent residents. Algoma University College welcomes applications from all qualified individuals, including women, members of visible minorities, aboriginal persons, and persons with disabilities. Applications will be considered until this position is filled.

BRANDON UNIVERSITY — offers undergraduate degree programs to over 3,000 full- and part-time students in Arts, Business Administration, Science, Music, Education, and Health Studies and graduate programs in Education, Music and Rural Development. Brandon University's Department of Business Administration invites applications for two positions, subject to budget. Endowed Chair: The successful candidate will occupy an Endowed Chair, which is one of two resident within the department. A three-year, renewable term appointment is available. The preferred qualification for the position is a Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply. The successful candidate's primary area of specialization will be in Small Business and Entrepreneurship. Probationary Appointment: The successful candidate will occupy a full-time, probationary (tenure-track) appointment. The preferred qualification for the position is a Doctorate, however candidates with a Master's degree and substantial professional experience are also invited to apply. The successful candidate's primary area of specialization will be in Finance and Investments. For both positions, preference will be given to candidates whose secondary area of expertise contributes to one or more of the following areas: Accounting, Business Policy, Communications, Human Resource Management, Management Information Systems, Marketing, and/or Operations Management. Candidates whose teaching and/or research interest contribute to Brandon University's focus on rural, northern and aboriginal issues are particularly encouraged to apply. Rank and salary commensurate with qualifications and experience. Salaries as of April 01, 2001: Assistant Professor $0,893–60,724, Associate Professor $3,712–78,061; Professor $7,279–95,674. Start date 1 August 2002. Deadline for applications: 31 December 2001 or until the position is filled. Interested candidates should forward their vitae, the names of three references, and supporting documentation providing evidence of teaching and research excellence to: Dr. Scott Grills, (grills@brandonu.ca), Dean of Arts, 270-18th Street, Brandon, Manitoba, Canada R7A 6A9. In accordance with Canadian Immigration Regulations, this advertisement is directed primarily to Canadian citizens and permanent residents. Both women and men are encouraged to apply.

BUSINESS STRATEGY

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Odette School of Business in the Business Strategy area commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: October 26/01. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073; Email: rjdeslip@uwindsor.ca.

CARIBBEAN STUDIES

YORK UNIVERSITY — Faculty of Arts, Division of Social Science invites applications for a tenure-stream appointment in Caribbean Studies at the assistant professor level commencing July 1, 2002. The Division is a department within the Faculty of Arts, mandated to provide undergraduate general education, as well as several specialized interdisciplinary programs. The Latin American and Caribbean Studies Program (LACS) is an interdisciplinary program jointly housed in the Divisions of Social Science and Humanities. It offers honours undergraduate degrees in conjunction with various disciplines and interdisciplinary programs. York University also contains the Centre for Research on Latin America and the Caribbean (CERLAC), offering an institutional and intellectual space to facilitate collaboration in research and institutional development projects in the area, and a Graduate Diploma in the field of LACS. Areas of specialization are open. The successful candidate will hold a PhD or equivalent, and will show promise of excellence in research and publication in the field of Caribbean Studies. In addition, he or she must demonstrate a strong competence in undergraduate teaching and an ability of teach in interdisciplinary programs. Specifically, the candidate must be prepared to teach an interdisciplinary course introducing students to Caribbean societies and an upper-level interdisciplinary course on a topic related to the candidate's field of specialization. He or she will also be expected to become centrally involved in the activities of LACS. The successful candidate will show potential to be appointed to the Faculty of Graduate Studies. Candidates are asked to submit a curriculum vitae, a statement of research and teaching interests, and a sample publication, and to have three referees send letters of reference to: Mary-Louise Craven, Chair, Division of Social Science, 5756 Ross Building, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Phone: (416-736-5066 x77812), Fax: (416) 736-5574, e-mail: mlc@yorku.ca Deadline January 1, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty. Recently, York has included racial/visible minorities, persons with disabilities and aboriginals in its affirmative action program. The Division of Social Science welcomes applications from qualified women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at (416) 736-5713. All positions at York are subject to budgetary approval. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position; applications are invited from qualified individuals regardless of their immigration status in Canada.

CELL BIOLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences, invites applications for a tenure-stream position in Cell Biology. Any area of eukaryotic cell biology will be considered. Applicants must have a PhD (or equivalent), and one or more years of post-doctoral experience. The successful candidate will be expected to develop a strong research program and to take an active role in both undergraduate and graduate teaching. For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/~lifesci/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor John H Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is January 1, 2002. The appointment will be at the Assistant Professor level, and salary will be commensuate with qualifications. The position will be effective July 1, 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

CHEMISTRY

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Organic Chemistry. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm. Concordia University, Faculty of Arts & Science, is looking for one junior Canada Research Chair in Biological Chemistry. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF WINDSOR — invites applications for two tenure-track positions in the Department of Chemistry and Biochemistry in the areas of Inorganic Chemistry and Experimental Physical Chemistry commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: Inorganic Chemistry, October 15/01; Experimental Physical Chemistry, November 1/01. Contact: Dr. Keith Taylor, Head, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3526; Fax: 519.973.7098, Email: taylor@uwindsor.ca

CHEMISTRY & BIOCHEMISTRY

THE UNIVERSITY OF REGINA — Department of Chemistry and Biochemistry, We are seeking individuals specializing in the above areas, and who wish to add new expertise and research dimensions to a Department with existing degree programs (B. Sc., M. Sc. & PhD) in Chemistry and Biochemistry. We invite applications for four tenure-track positions at the level of Assistant and Associate Professor, each to begin July 1, 2002. The Department holds collaborative research programs with the Regina-based Petroleum Technology Research Center, the Greenfield Gas Technology Center, the Allan Blair Cancer Clinic, and has convenient access to the U. of R. Environmental Quality Analysis Laboratory, the Saskatchewan Structural Center (including the U. of R. SPM and NSOM facilities), and the Canadian Light Source (synchrotron). Our Department currently specializes in the areas of Biophysics, Clinical Biochemistry, Molecular Biochemistry, Inorganic, Organic and Theoretical Chemistry. Please refer to the Departmental website at www.chem.uregina.ca for more information. Eligible candidates should hold a PhD degree, and at least one year of post-doctoral experience is preferred. Teaching experience and cross-disciplinary publications are considered an asset. Please send a full application by October 5th, 2001, including a curriculum vitae, a statement of teaching philosophy and a grant proposal (5 pages max.), and arrange to have three reference letters forwarded to Dr Andrew G Wee, Head, Department of Chemistry and Biochemistry, University of Regina, Regina, SK, Canada S4S 0A2. Email: fnebelm@uregina.ca. Applications will be received until the positions are filled; however, review of applications will begin immediately after the deadline. The University of Regina is committed to Employment Equity.

CLASSICAL LITERATURE

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Classical, Near Eastern and Religious Studies invites applications for a tenure-track position in the Theory and Criticism of Classical Literature at the level of Assistant Professor beginning July 1, 2002 subject to budgetary approval. The successful candidate will be expected to be well grounded in Greek and/or Roman literature, to have a broad familiarity with critical methods and theories in literature, and to be able to teach a range of courses that combine the interests of this multi-faceted Department, including the areas of myth and gender issues. Ability to teach courses in Greek and/or Latin through the PhD is expected. Experience with interdisciplinary teaching and research is an asset. Applicants should have completed the PhD and demonstrated their commitment to scholarship through publication. Teaching experience at the post-secondary level is expected. Salary will be commensuate with qualifications and experience. With their letter of application applicants should send a current cv and arrange for three letters of reference, and teaching evaluations if available, to be forwarded to The Chair, Search Committee, Department of Classical, Near Eastern and Religious Studies, University of British Columbia, BUCH C260-1866 Main Mall, Vancouver, B.C. V6T 1Z1, Canada, no later than November 15, 2001. Interested applicants may also visit our Website at http://www.cnrs.ubc.ca. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents. Applications must include citizenship and/or immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Please enclose with your application a self-addressed postcard for acknowledgement of receipt.

CLASSICS

McMASTER UNIVERSITY — The Department of Classics invites applications for a tenure-track appointment in Ancient Greek History at the Assistant Professor level to commence July 1, 2002. The successful candidate will have a PhD in Classics or the equivalent, with specialization in Ancient Greek History and demonstrated excellence in research and teaching. The successful candidate will be expected to teach undergraduate and graduate courses in ancient history, and to contribute to the department's graduate programme, the ability to teach courses in Greek and Latin is essential. An ability to teach an undergraduate course in non-Graeco-Roman civilizations will be considered an advantage. The current minimum salary floor for Assistant Professor is $43,662. Applicants should send a letter of application, together with a curriculum vitae and a sample of their writing, to Dr. Howard Jones, Chair, Department of Classics, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4M2, Canada (Fax: 905-577-6930). Applications must be received by November 30, 2001, and applicants should arrange for three confidential letters of recommendation to reach the department by the same date. The department expects to conduct interviews at the January, 2002, meeting of the American Philological Association in Philadelphia. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF WINDSOR — invites applications for two tenure-track positions in Classical Studies in the areas of Roman Studies, Greek Studies, and a 3 year limited-term faculty position in Classics (AOS Open) commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing Date of Applications: Roman Studies, November 1/01; Greek Studies, November 15/01; Classics (AOS Open), March 1/02. Contact: Dr. Susan Wendt-Hildebrandt, Head, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2873, Fax: 519.971.3648, Email: swh@uwindsor.ca

CLASSICS & THEATRE DRAMA

UNIVERSITY OF TORONTO AT MISSISSAUGA (Erindale College) — University of Toronto, Division of Humanities, Mississauga Campus, Theatre & Drama Studies Program and the Department of Classics invite applications for a tenure-stream position at the rank of assistant professor in the area of Ancient Greek and/or Roman theatre history and drama. Expertise in the use of computers in research and pedagogy and/or cultural performance will be an asset. The successful candidate will contribute to the undergraduate programs in both Theatre & Drama Studies (a unique conservatory-style collaboration taught jointly at Sheridan College of Applied Arts and Technology and the University of Toronto at Mississauga) and Classical Civilization on the Mississauga Campus, and to the graduate program of the Department of Classics on the St. George Campus. Appointment to commence July 1, 2002 subject to budgetary approval. Salary commensurate with experience. PhD in Classics required. Candidates should submit by November 30, 2001 a current curriculum vitae, writing sample, and evidence of competence in teaching, and should arrange to have at least three letters of recommendation sent directly to Professor Brad Inwood, Chair, Department of Classics, 97 St. George Street, Toronto, Ontario M5S 2E8 Canada. The University of Toronto is strongly committed to diversity within its community, and offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

COMMUNICATION STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available — one in the field of Multimedia Theory and Practice, the other in the field of Video Theory and Practice. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

COMMUNICATIONS & TECHNOLOGY

THE UNIVERSITY OF ALBERTA — The Faculty of Extension invites applications for the tenure-track position of Assistant or Associate Professor of Communications and Learning Technologies. The successful applicant will be expected to teach in the Faculty's innovative graduate program, the Master of Arts in Communications and Technology (MACT), and to develop a productive research program in the area of the organizational and social implications of the application of communications and learning technologies. The position requires a demonstrated research orientation and an ability to teach in one or more of the following areas:

communications in electronic and social networks, organizational communications, interpersonal and small-group communications, the design of human-computer interfaces, electronic commerce, and methodologies in communications research. Individuals with expertise in the design of computer-mediated professional and workplace programs are encouraged to apply. The successful applicant will have a doctorate in communications or a relevant discipline, completed or to be completed at the time of appointment. After only two years of operation, the MACT has become the largest on-line master's degree of its kind in Canada, with forty students from across the country currently enrolled in the program. Offered part-time through the Internet and on-campus at the University of Alberta, the degree is designed for working professionals providing communications and technology leadership in their organizations. The successful candidate will join a dynamic program of research and teaching in continuing professional education in the Faculty of Extension. She or he will be encouraged to contribute to and support activities in appropriate areas within the Faculty, including the Academic Technologies for Learning unit, which provides university-wide leadership in instructional development, faculty development, and research related to learning technologies. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applications, including curriculum vitae and three letters of reference, should be sent to Dr. Gerry Glassford, Acting Dean, Faculty of Extension, University of Alberta, University Extension Centre, 8303-112 Street, Edmonton, Alberta, Canada, T6G 2T4. Deadline for submissions is October 31, 2001. Date of appointment is flexible, but a (negotiable) January 2002 start date is anticipated. More information about the MACT can be found at http://www.extension.ualberta.ca/mct/. Interested individuals may contact Dr. Marco Adria, Director, Master of Arts in Communications and Technology (e-mail: marco.adria@ualberta.ca, Telephone: (780) 492-3553). The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

COMPUTER SCIENCE

THE UNIVERSITY OF ALBERTA — Department of Computing Science. Do you have a commitment to push the frontiers of computing research in one of the most supportive environments in Canada? Join us in a dynamic Computing Science department, known for its collegial atmosphere and collaborative research environment. Our department is in the Faculty of Science at the University of Alberta, in Edmonton, the capital of Alberta. We are a department on the move, with resources to grow to over fifty faculty. We have eleven established research laboratories, including Algorithmics, Artificial Intelligence, Bioinformatics, Computer Vision and Multimedia Communications, Database Management, Graphics and Virtual Reality, Networks and Communications, Robotics, Software Engineering, Spatial Computing, and Software Systems. We have abundant computing facilities, and our department leads broadly-based multidisciplinary research within the Multimedia and Advanced Computational Infrastructure (MACI) project, and the Research Institute for Multimedia Systems (RIMS). In addition to the standard computational research facilities, we also have several large multiprocessor machines for high performance and visualization research. We have recently moved into a new research laboratory building adjoined to a renovated historical building. This combined space now provides us with consolidated office and research space in the middle of our campus of about 30,000 students. Computer Science research is well-funded in Alberta, with several provincial programs providing research opportunities that are the envy of every one in the world, including our multi-university collaborations (e.g., www.mad.ca, www.aisrc.ab.ca), research chair programs (e.g., www.score.ca), and a new billion dollar science and engineering research foundation (www.ahfsrab.ca). Our current complement of 41 full time faculty work within a department of about 32 support staff, 150 graduate students and 550 undergraduate students. Our consistent performance in ACM World Programming Contests is evidence of our claim to be one of the best undergraduate programs in the country, and our graduate students are successful in industrial and academic research labs around the world. We are looking for highly-productive and eager computing scientists to complement our strengths in all areas listed above. We are especially keen on those who can demonstrate that they are driven by curiosity and interested in collaborative research with existing faculty across subdisciplines. Candidates should have or be completing a PhD in Computing Science, with evidence of sustainable excellence of research, and a strong commitment to excellence in teaching. Responsibilities include research as well as teaching at the graduate and undergraduate levels. Most positions will be at the assistant professor level, however, we will consider associate and full professor appointments for outstanding candidates. We offer an environment that is congenial and supportive of new PhDs, with the challenge to help you be your best, and the support to help you succeed within an academic environment. Our department is part of a full-service university, in a province that has the fastest economic growth in the country, and we enjoy strong collaborative ties with local industry. Competition will remain open until suitable candidates are chosen. Find further details about us at www.cs.ualberta.ca and send your curriculum vita and the names and addresses of three referees to Iris Everitt, Administrative Assistant, Department of Computing Science, University of Alberta, Edmonton, Alberta, Canada, T6G 2E8, or everitt@cs.ualberta.ca. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity of employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF WINDSOR — invites applications for seven 12-month limited-term lecturer positions in the School of Computer Science commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: January 1/02. Contact: Dr. Richard Frost, Director, School of Computer Science, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2990; Fax: 519.973.7093; Email: jarabone@uwindsor.ca

THE UNIVERSITY OF WATERLOO — Invites applications for several tenure-track faculty positions in Computer Science. The Department prides itself on being a leader in Computer Science education. Our Computer Science department houses a diverse research program with international stature. Because of its recognized capabilities, the Department attracts exceptionally well-qualified students at both undergraduate and graduate levels. Waterloo pioneered the co-operative education system in Canada and now has the largest co-operative education program in North America. The University of Waterloo's Computer Science Department is one of the largest and the most eclectic department within Canada. Over twenty new faculty members have joined the Department recently, resulting in nearly 60 full-time faculty members. The Department enjoys an excellent reputation in pure and applied research and is supported by 14 departmental research laboratories. The University has an enlightened intellectual property policy in which the rights are vested in the inventor; in part, this policy is responsible for many spin-off companies such as Waterloo Maple and Open Text Corp. For further information about the Department, please see http://www.cs.uwaterloo.ca/index.html. Exceptional candidates at all levels of experience and in our priority recruiting areas: bioinformatics, distributed systems, graphics, networks, scientific computation, software engineering, and user interfaces are encouraged to apply. Successful applicants are expected to develop and maintain a productive program of research, to attract and develop highly qualified graduate students, to provide a stimulating learning environment for undergraduate and graduate students, and to contribute to the administration of the Department. A PhD in Computer Science or equivalent is required, with evidence of excellence in teaching and research. Rank and salary will be commensurate with experience. Applications should include a curriculum vita and the names and e-mail addresses of three references. The application should be directed to Chair, Department of Computer Science, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, cs-chair@cs.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2002 calendar year. Applications will be considered as soon as they are complete and as long as positions remain available. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian citizens and Permanent Residents will be considered first for these positions. These appointments are subject to the availability of funds.

COMPUTING & INFORMATION SYSTEMS

ST. MARY'S UNIVERSITY — The Frank H. Sobey Faculty of Commerce invites applications for two tenure track positions at the Assistant or Associate professor level in the area of computing and information systems. The candidate should hold a PhD, or be close to completion of a PhD degree in the areas of Management Information Systems, Computer Science, Electrical Engineering, or Industrial Engineering. Primary criteria will be excellence in research record, teaching capabilities, and service record. Candidates are expected to teach courses in the undergraduate Computing and Information Systems program and the graduate MBA IT stream, and to supervise research projects at the Masters levels. Salaries are competitive and commensurate with qualifications. The Frank H. Sobey Faculty of Commerce is the largest business school in Atlantic Canada. It boasts over 64 vibrant faculty members and hosts the only PhD program in Management in Atlantic Canada. Strong research areas include leadership in the knowledge economy, human resources, electronic commerce, strategy, marketing, economics, finance, management science, accounting, and small business studies. Applications should contain a detailed CV, a list of 3 references, summary of teaching evaluations, and copies of two research papers. Please forward all documents to: Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, Fax 902-496-8101. Applications will be considered until the positions are filled. Saint Mary's University is committed to the principles of employment equity.

DENTISTRY

THE UNIVERSITY OF WESTERN ONTARIO — One, full time limited-term, probationary or tenured position is available, Division of Operative Dentistry and Endodontics, July 1, 2002. Rank and salary commensurate with qualifications and experience. Qualifications include DDS or equivalent degree. Fellowship or Board-eligibility in Endodontics is preferred. The candidate must have completed advanced training in endodontics. Teaching and some research experience preferred. Duties include undergraduate (didactic and clinical) teaching, research and possibly some administration. A consulting privilege is available and the opportunity for intramural practice exists. Applications, which should include a curriculum vitae and the names of three referees, should be sent to Dr. S.L. Kogon, Director, School of Dentistry, The University of Western Ontario, London, ON Canada, N6A 5C1. Applications will be accepted until November 30, 2001. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity, welcomes applications from all qualified women and men, including members of visible minorities, aboriginal persons and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. The School employs 28 full-time and 130 part-time faculty members, the undergraduate enrolment is 56 students in each year of the four year program. The School offers graduate education in Orthodontics, and a Certificate of Qualification program for dentists from non-Canadian schools of dentistry. An expansion and renovation of the facilities of the School of Dentistry will be completed by September 2001. A major renewal of clinical facilities is part of this plan. The School of Dentistry is an integral part of the health sciences complex and contributes to teaching and research in a wide range of fields. In addition, the School provides community service through its in-house clinics and association with dental departments at the two major teaching hospitals. The University of Western Ontario is located in London, Ontario, a community of 330,000 within a two-hour drive from both Toronto and Detroit. London is rated as one of the best cities in which to live in Canada, in terms of quality of the life. Road, air and train links to major Canadian and U.S. cities are excellent. The school is part of a larger University community with the equivalent of 26,000 full-time students.

DIGITAL TECHNOLOGIES

THE ALBERTA COLLEGE OF ART AND DESIGN — Invites applicants to a full time continuing faculty position in the Department of Media Arts and Digital technologies commencing in September 2002. Media Arts and Digital Technologies is the most recent degree program introduced at the Alberta College Art and Design. Qualified candidates therefore must have either a PhD or MFA, or equivalent professional experience and qualifications. The successful candidate will also have: An advanced and active professional and artistic practice in one or more of the areas of real-time applications and Virtual Reality, advanced interactivity (installation, audio or performance) and networked environments. A demonstrated commitment to and evidence of an active ongoing research program. Teaching experience in the field. A thorough understanding of contemporary media theory. Additional qualifications must include. A good understanding of basic Mac and PC hardware and Software. Alternative digital and analog interfaces. A basic understanding of electronics. Experience with at least one programming language is essential. Applicants who also have experience in successful grants writing, the ability to develop partnerships with industry and a demonstrated ability in curriculum development will be particularly welcome. Applications should include. A curriculum Vitae, a letter of application which states your interests in the areas of research, teaching, and practice. Examples of your research and artistic practice. The names of at least three academic and/or professional references. Salary for this position will be in accordance with qualifications and experience. Applications to be sent by December 31 2001 to: Dept of Human Resources, Alberta College of Art and Design, t407-14th Ave NW, Calgary, Alberta, T2N 4R3. For further information and enquiries about the position contact: Alan Dunning, Chair Dept of Media Arts and Digital technologies at: alan.dunning@acad.ab.ca. In accordance with Canadian immigration requirements, this advertisement is addressed in the first instance to Canadian citizens and permanent residents. The Alberta College of Art & Design hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal peoples.

DRAMA

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the School of Dramatic Art in the area of Drama in Education commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: October 26/01. Contact: Prof. Diana Mady Kelly, Director, School of Dramatic Art, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2805; Fax: 519.971.3629; Email: madykel@uwindsor.ca

EARTH & ATMOSPHERIC SCIENCES

THE UNIVERSITY OF ALBERTA — The Department of Earth and Atmospheric Sciences invites applications for the position of Laboratory Manager/Research Associate for the C.M. Scarfe Laboratory of Experimental Petrology, Department of Earth and Atmospheric Sciences, University of Alberta. The laboratory houses a large-volume, multiple-anvil USSA-2000 apparatus, with capabilities of >25 GPa and >2500°C, as well as piston-cylinder apparatus and one-atmosphere furnaces. Responsibilities of the LM/RA include: 1) Training and supervising users of the multi-anvil laboratory, 2) Preparing and assisting in running service experiments for external users; 3) Assisting in the maintenance of the experimental apparatus in the laboratory; 4) Conducting calibration and development experiments to refine and increase the capabilities of the apparatus. The LM/RA will dedicate ~50% time to research projects of his/her own initiative, subject to the workload resulting from the above responsibilities. The successful candidate must have a PhD and a strong background in the high-pressure experimental petrology, mineralogy, or mineral physics. The candidate must be fluent in verbal and written English, and have good interpersonal skills. Experience with high-pressure, high-temperature experimental apparatus is essential. Experience with multi-anvil apparatus is desirable, as is experience with LABVIEW programming. The appointment will be initially for one year, with renewal for additional year(s) dependent on performance and funding. The starting date is negotiable. The salary will be $35,000 per year. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Please send a curriculum vitae, statement of research interests, and the names of three references to: Professor Robert W. Luth, Department of Earth and Atmospheric Sciences, University of Alberta, Edmonton, Alberta, Canada T6G 2E3 as soon as possible, and no later than November 1, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The University of Western Ontario

Post-Doctoral Fellowship in Aboriginal Issues, Department of Sociology

Candidates with an interest in Aboriginal issues including public policy are invited to apply for a Post Doctoral Fellowship. A one-year position is available for 2002-2003 with the possibility of renewal. Starting dates are flexible.

Fellows will conduct research within an established program of investigation. This is a SSHRC-funded project that is compiling a comprehensive data base on the social and demographic characteristics Aboriginal Canadians and First Nations communities. The project is examining demographic, socio-economic, health and related issues of importance to the First Nations and other Aboriginal Peoples in Canada.

Scholars with a PhD and a quantitative background in sociology, political science, economics, public health, epidemiology, political economy, statistics, or other social science should consider applying. Postdoctoral stipends range from $26,200 to $38,000 depending on experience and competence to pursue the research agenda. The deadline for applications is **February 1, 2002.**

Applicants should include a curriculum vitae, two letters of reference, a statement of research goals, and a sample of written work. Please submit completed applications to:

Dr. Jerry White
Department of Sociology
University of Western Ontario
London, Ontario N6A 5C2



Tenure-track position

The Department of English Studies of the Faculty of Arts and Sciences is seeking an assistant or associate professor in the area of English language and literature.

For more information, please visit our website at:
www.fas.umontreal.ca/postes

Subject to budgetary approval.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. The University is committed to equal employment opportunity for women.

www.umontreal.ca

Université de Montréal

The University of Western Ontario

Lecturer, School of Nursing Faculty of Health Sciences

The Faculty of Health Sciences at The University of Western Ontario invites applications for a five-year, limited term appointment in the School of Nursing, at the rank of Lecturer, beginning January 1, 2002. The successful candidate will be responsible for classroom and clinical teaching at Western in Year 1 of the Western-Fanshawe Collaborative BScN Program, coordinating educational activities, and liaising with college faculty teaching first year courses. A master's degree in nursing and eligibility for a certificate of registration with the College of Nurses of Ontario are required. Previous university/college teaching experience is preferred.

The School of Nursing is one of 5 schools in the Faculty of Health Sciences, and offers BScN and MScN degrees and is developing a PhD Program. Faculty in limited-term positions are engaged mainly in teaching and curriculum-related service activities. Scholarly work is expected and supported by collaboration with nursing faculty and by the Nursing Research Unit. Educational and research programs are supported by excellent relationships with hospitals and community agencies. University-wide programs to enhance teaching are offered regularly.

Interested applicants should send a curriculum vitae, documents supporting qualifications, and the names, addresses, and contact numbers of three referees to

Dr. Angelo Belcastro, Dean
Faculty of Health Sciences
Room H125, Health Sciences Addition
The University of Western Ontario
London, Ontario N6A 5C1
http://www.uwo.ca/ihs/

The deadline for receipt of applications is **November 9, 2001**
Please quote Position Number HS-002 on all correspondence.

Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

Concordia University's Faculty of Arts and Science

A Brilliant Choice

APPLIED HUMAN SCIENCES

Our Department of Applied Human Sciences invites applications for up to two tenure-track positions, one in the field of Human Relations and the other in the field of Therapeutic Recreation. For the position in Human Relations, applicants must be human systems development specialists in the areas of building task groups and effective teams in the context of organizations and communities. The successful candidate will be expected to teach in the department's human relations programs, including the MA in Human Systems Intervention. Applicants must have a doctorate in a relevant social science discipline, advanced professional training in human relations and group process intervention, and experience in working with groups in new forms of work organizations. For the position in Therapeutic Recreation, applicants must have expertise in cognitive disabilities and illness and/or physical disabilities. The successful candidate will be expected to teach in the department's therapeutic recreation and leisure sciences programs and become involved with local clinical and community Therapeutic Recreation agencies and provincial and national associations. Applicants must have a doctorate in Therapeutic Recreation, Leisure Sciences or a related discipline, as well as a demonstrated commitment to the field of Therapeutic Recreation. The candidates for both positions will be expected to maintain a research profile in their field, leading to publications in refereed journals and external funding. French proficiency is an asset.
Dr. Randy Swedburg
Chair, Department of Applied Human Sciences
swed@vax2.concordia.ca

BIOLOGY

Our Department of Biology invites applications for one tenure-track position in Genomics. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to develop an externally funded research program using genomic techniques to study microbial or plant biology, and will teach at the undergraduate and/or graduate levels. The candidate will join a complement of about a dozen faculty members with research interests in molecular biology and biochemistry, and will have access to the resources of Concordia's Center for Structural and Functional Genomics.
Dr. Claire Cupples
Chair, Department of Biology
biochair@alcor.concordia.ca

CHEMISTRY AND BIOCHEMISTRY

Our Department of Chemistry and Biochemistry invites applications for one tenure-track position. We are seeking the best possible candidate in organic chemistry, whose research interests will complement those of the present faculty. Applicants must have a PhD and postdoctoral experience. The successful candidate will be expected to establish an active research program and teach at both the undergraduate and graduate levels.
Dr. M.F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

COMMUNICATION STUDIES

Our Department of Communication Studies invites applications for up to two tenure-track positions, one in the field of Multimedia Theory and Practice and the other in the field of Video Theory and Practice. Applicants should have a terminal degree (PhD or MFA) in Communication Studies or a cognate discipline. In addition, applicants should have related teaching experience and the ability to build and maintain a high quality creative and/or research program. Candidates will be expected to teach creative laboratory courses and supervise students at the undergraduate and graduate levels. A working knowledge of French is required for participation in our Inter-university doctoral program.
Dr. Martin Allor
Chair, Department of Communication Studies
allor@vax2.concordia.ca

ECONOMICS

Our Department of Economics invites applications for up to three tenure-track positions. All fields of specialization will be considered, but we have a special interest in candidates who have a background in theoretical or applied microeconomics (including Industrial Organization, Labor and International Economics) or in applied econometrics. Applicants should have a completed, or near-completed, PhD. The successful candidates will be expected to teach at the undergraduate and graduate levels and be committed to research.
Dr. William A. Sims
Chair, Department of Economics
simswas@vax2.concordia.ca

EDUCATION

Our Department of Education invites applications for one tenure-track position in the field of Educational Technology. Applicants must be able to teach in several of the following areas: human performance technology, educational computing, research methods, distance education, cognitive sciences, multimedia design, and/or formative evaluation. Applicants should have a PhD and must be committed to teaching, supervising undergraduate and graduate students and developing a strong research program. Knowledge of French is an asset.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

ENGLISH

Our Department of English invites applications for one tenure-track position in Twentieth Century Literature, with emphasis on modern and contemporary British and American literature. Applicants must have a completed or soon-to-be-completed PhD. Teaching experience is an asset. The successful candidate will teach at the undergraduate and graduate levels, and will supervise graduate theses. We also expect an active and productive commitment to scholarship. Candidates must include a writing sample and a transcript along with their applications.
Prof. Terence Byrnes
Chair, Department of English
byrnes@alcor.concordia.ca

ÉTUDES FRANÇAISES

Le Département d'Études françaises sollicite des candidatures à un poste, orienté vers la didactique et le multimédia, d'enseignement du français langue seconde, au rang de professeur-e adjoint-e, et menant à la permanence. Les qualifications recherchées sont un doctorat en linguistique ou en didactique, une expérience diversifiée de l'enseignement, l'aptitude au travail d'équipe et une connaissance du milieu. Le ou la candidat-e retenu-e enseignera à différents niveaux, travaillera en équipe et participera à l'administration des programmes.
Madame Lucie Lequin
Directrice du département d'Études françaises
lequin@vax2.concordia.ca

EXERCISE SCIENCE

Our Department of Exercise Science invites applications for up to two tenure track-positions, one in the field of Athletic Therapy and the other in the field of Clinical Exercise Physiology. For the Athletic Therapy position, applicants should be certified by the Canadian Athletic Therapists Association, as the candidate will teach undergraduate courses in a program accredited by the CATA. Primary teaching responsibilities will require specialization in the areas of Sport Injury Assessment and Rehabilitation, Therapeutic Modalities, and Emergency Care Procedures. For the position in Clinical Exercise Physiology, primary teaching responsibilities require specialization in the areas of Pathophysiology, Assessment and Rehabilitation. Applicants for both positions must have a relevant degree, preferably a PhD. Candidates will be required to establish strong research profiles, including publications, and obtain external funding.
Dr. William R. Sellers
Chair, Department of Exercise Science
bsell@vax2.concordia.ca

GEOGRAPHY

Our Department of Geography invites applications for one tenure-track position in Urban Geography and Public Policy. Applicants should have a PhD with a focus on economic, social or environmental urban issues, as well as a strong interest in public policy, demonstrated research excellence and strong teaching and communication skills. The successful candidate will teach courses at the undergraduate level in both urban studies and geography, and will participate in the graduate program in Public Policy. The candidate will also be expected to develop a rigorous, externally funded research program, embracing graduate student supervision.
Dr. Patricia A. Thornton
Chair, Department of Geography
thorpat@vax2.concordia.ca

LIBERAL ARTS

Our Liberal Arts College invites applications for one tenure-track position in its multi-disciplinary Great Books core curriculum. Applicants must have a PhD in History, preferably with specialized competence in 19th and 20th Century European Intellectual History or Art History, as well as experience in, and commitment to, the Liberal Arts College's vision of education, and a record of publication. The successful candidate will teach Western Civilization seminars as well as traditional art history surveys, which run across Antiquity to the present.
Prof. Harvey Shulman
Principal, Liberal Arts College
shulhar@vax2.concordia.ca

MATHEMATICS AND STATISTICS

Our Department of Mathematics and Statistics invites applications for up to two tenure-track positions in Statistics. We are particularly interested in candidates with expertise in Computational Statistics, Multivariate Analysis, Time Series Analysis or Survival Analysis. Applicants should be familiar with computational techniques and have a proven record of research as well as a demonstrated interest in teaching, both at the undergraduate and graduate levels.
Dr. Hershy Kisilevsky
Chair, Department of Mathematics and Statistics
kisilev@discrete.concordia.ca

PHILOSOPHY

Our Department of Philosophy invites applications for one tenure-track position for a candidate specializing in social/political philosophy. Applicants should have a PhD, an active research program and prior teaching experience. Competence in 19th or 20th century continental philosophy is an asset. The ideal candidate will teach at the undergraduate and graduate levels, and will be expected to supervise graduate theses.
Dr. Andrew Wayne
Chair, Department of Philosophy
awayne@alcor.concordia.ca

POLITICAL SCIENCE

Our Department of Political Science invites applications for up to four tenure-track positions. Two positions are in the field of International Relations, one with a research focus on global/regional trade and finance, and the other with a focus on international institutions, including a demonstrated knowledge of theoretical perspectives related to regime-building and global governance. One position is in the field of Comparative Politics, with a specialization in China and/or China/Japan or the Middle East. One position is in the area of Canadian Politics, with a focus on one, or a combination of the following fields: political communication, media and politics, or political economy. The position in Canadian Politics is a joint appointment with our School of Community and Public Affairs. Applicants for each of these positions should have a PhD and an active research program. The successful candidates will teach at both the undergraduate and graduate levels.
Dr. Reeta Tremblay,
Chair, Department of Political Science
reetact@vax2.concordia.ca

PSYCHOLOGY

Our Department of Psychology invites applications for up to two tenure-track positions in the area of clinical psychology. Special consideration will be given to candidates with research interests in psychopathology, developmental psychopathology across the lifespan, health, prevention, program evaluation, personality, or the family, or whose research will add to either of our two associated research centres — the Centre

Since 1997, our Faculty of Arts and Science has hired more than 100 tenure-track professors, marking the biggest rebuilding of our professorial ranks in a generation. We plan to hire another 100 professors over the next four years, including up to 30 for the 2002-03 academic year. We invite you to join our dynamic Faculty.

for Research in Human Development and the Centre for Studies in Behavioural Neurobiology. Applicants must have a PhD, preferably from an APA- or CPA-accredited clinical program. Post-doctoral training and teaching experience are desirable. Applicants should have a dedication to scholarship, a demonstrated ability to build and maintain a high-quality research program and an ability to contribute to the training of students in our CPA- and APA- accredited doctoral program in clinical psychology.
Dr. June Chaikelson
Chair, Department of Psychology
chaikel@vax2.concordia.ca

SOCIOLOGY

Our Department of Sociology and Anthropology invites applications for up to three tenure-track positions in Sociology. We are particularly interested in candidates with teaching and research strengths in one or more of the following areas: social justice and moral regulation, political sociology, economic sociology, and social movements. Preference will be given to candidates with expertise in comparative and historical perspectives and advanced methodology (analysis of census, surveys, and text materials) and/or general theory. Applicants must have a PhD. A working knowledge of French is an asset.
Dr. Anthony Synnott
Chair, Department of Sociology and Anthropology
synnott@vax2.concordia.ca

SPANISH

Our Department of Classics, Modern Languages and Linguistics invites applications for one tenure-track position in Spanish in the area of Translation (English to Spanish to English), with secondary expertise in Hispanic culture and/or literature. Applicants must hold a PhD in an appropriate field (Hispanic Studies or Comparative Literature) and have a record of published translations. Demonstrated excellence in the teaching of translation and native or near-native fluency in Spanish and English are required. Teaching responsibilities will include translation and related language courses at all levels, as well as general culture and/or literature courses.
Dr. Catherine Vallejo
Chair, Department of Classics, Modern Languages and Linguistics
vallejo@alcor.concordia.ca

TEACHING ENGLISH AS A SECOND LANGUAGE

Our Department of Education invites applications for one tenure-track position in the field of teaching English as a second language. Applicants must be able to teach in several of the following areas: computer-assisted language learning; English for academic writing and other specific purposes; language assessment; and student-teacher supervision. Applicants should have a PhD and must be committed to teaching, supervising undergraduate and graduate students and developing a strong research program. Knowledge of French is required.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

THEOLOGICAL STUDIES

Our Department of Theological Studies invites applications for one tenure-track position in the area of Applied Pastoral Ministries. Applicants must have a doctorate in the area of applied pastoral ministries and appropriate qualifications in clinical sciences. Candidates should have a strong teaching record in foundational theology as well as proven leadership in program direction and curriculum design.
Dr. Pamela Bright
Chair, Theological Studies
brightp@alcor.concordia.ca

WOMEN'S STUDIES

Our Simone de Beauvoir Institute invites applications for one tenure-track position in Feminist Theory, with an emphasis on issues of sexuality. Applicants must have a strong interdisciplinary background, as well as knowledge of the history and current developments in feminist thought. The successful candidate will teach such current course offerings as Feminist Thought, Queer Feminism and Ethics of Eros, and will be expected to design and teach other courses in this area. The candidate will also oversee our new program of credit-bearing internships in community organizations. Fluency in French is mandatory for this position.
Dr. Lillian S. Robinson
Principal, Simone de Beauvoir Institute
robinson@vax2.concordia.ca

Subject to budgetary approval, we anticipate filling these tenure-track positions, normally at the rank of Assistant Professor, for July 1, 2002. Please forward all applications to the appropriate Department contact. **Review of applications will begin on November 15, 2001 and continue until the positions are filled.** Applications should consist of a letter of intent, a curriculum vitae, a list of publications, a statement of teaching and research interests and three letters of reference.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all applicants are welcome to apply. Concordia University is committed to employment equity and encourages applications from women, aboriginal peoples, visible minorities and disabled persons.

Please direct all general inquiries about the Faculty to Dr. Martin Singer, Dean of the Faculty of Arts and Science. Telephone: (514) 848-2081; e-mail: msinger@vax2.concordia.ca;

Concordia University, 1455 de Maisonneuve Blvd. W., Montreal, Qc. H3G 1M8.
Internet: http://artsandscience.concordia.ca

Canada Research Chairs

Concordia University has allocated up to 12 Canada Research Chairs to its Faculty of Arts and Science. We are currently seeking to fill five of these positions. In order to successfully compete for a Canada Research Chairs award, candidates are expected to have an outstanding and innovative research program and the ability to attract excellent graduate students. Those candidates nominated by the Faculty will have their applications submitted for approval to the CRC Secretariat. Senior appointments will normally be made at the Full Professor level. Junior appointments will normally be made at the Assistant Professor level.

Senior (Tier I) and Junior (Tier II) Canada Research Chairs in Psychology – Human Development

Our Department of Psychology invites applications for one Senior Canada Research Chair and one Junior Canada Research Chair, each in the field of Human Development. Applications will be considered in any area of human development across the life course, from infancy through aging. Particular areas of interest include: social development, social cognition, developmental psychopathology, and the health and development of high-risk populations. These positions will be based at the Centre for Research in Human Development, a government-supported research "Centre of Excellence", providing outstanding faculty and research facilities and research training opportunities at the doctoral and post-doctoral levels.
Dr. Lisa Serbin
Director, Centre for Research in Human Development
lserbin@vax2.concordia.ca

Senior (Tier I) Canada Research Chair in Education

Our Department of Education invites applications for one Senior Canada Research Chair in Education, in the field of human learning across the lifespan. The successful candidate is expected to have a strong ongoing research program and an excellent record of research productivity in one of the following areas – cognitive/social development, technology integration in teaching and learning, or second language learning in the classroom. Our Department of Education has excellent research training opportunities and exceptional research facilities, including the Centre for the Study of Learning and Performance.
Dr. Ellen Jacobs
Chair, Department of Education
jacobs@vax2.concordia.ca

Senior (Tier I) Canada Research Chair in Genomics

Our Department of Biology invites applications for one Senior Canada Research Chair in Genomics. The successful candidate will be an established researcher who uses genomic techniques to study microbial or plant biology. He or she will play a leading role in the expansion of genomic research and education at Concordia, including future faculty hiring in the field, and will use state-of-the-art equipment in the Department's multimillion-dollar, CFI-funded Centre for Structural and Functional Genomics.
Dr. Claire Cupples
Chair, Department of Biology
biochair@alcor.concordia.ca

Junior (Tier II) Canada Research Chair in Biological Chemistry

Our Department of Chemistry and Biochemistry invites applications for one Junior Canada Research Chair. Applications will be considered in any area of biological chemistry that complements those of the present faculty. The Department currently houses the Centre for Research in Molecular Modeling, with a state-of-the-art Beowulf cluster computing facility, and also offers a major facility for the mass spectrometric analysis of biomolecules. The successful candidate will be expected to actively participate in the Department's efforts to become a leading unit in science, at the interface between Chemistry and Biology.
Dr. M.F. Lawrence
Chair, Department of Chemistry and Biochemistry
lawrence@vax2.concordia.ca

These CRC positions will be filled either for the academic year beginning 2002 or 2003, depending on the prior commitments of the applicants and upon the successful completion of the Canada Research Chairs nomination and approval process. Applications must include a curriculum vitae, a statement of teaching and research objectives, and three letters of reference. Please forward all applications to the appropriate Department contact. **Review of applications will begin on November 15, 2001 and will continue until the positions are filled.**

For Canada Research Chair appointments, applications are welcome from Canadian citizens and citizens of other countries.

For more information about the above departments, we invite you to visit their web sites, which can be accessed through the main Faculty of Arts and Science web site at http://artsandscience.concordia.ca.

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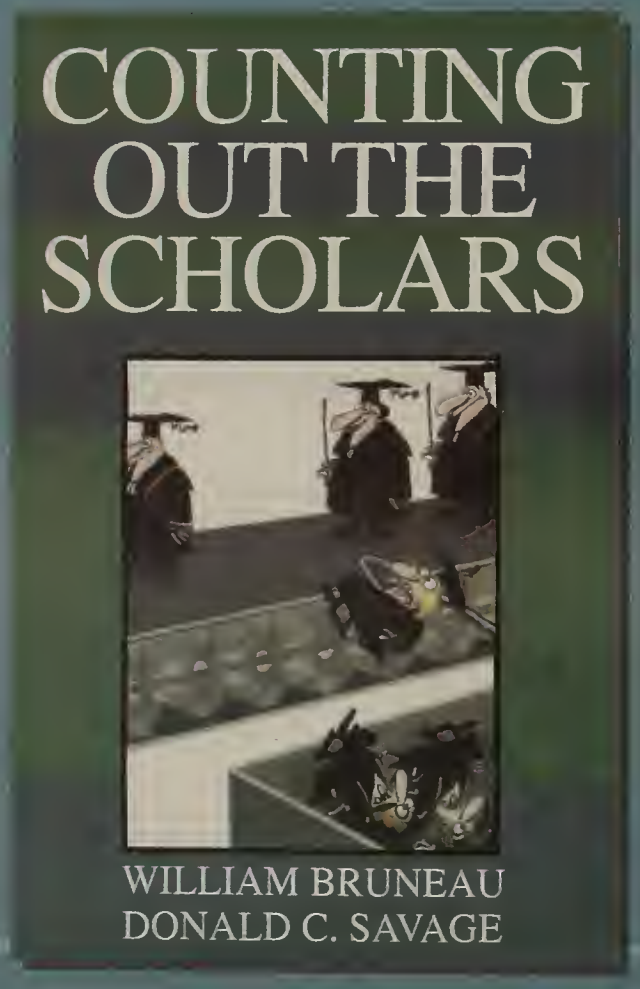
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EARTH SCIENCES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Earth Sciences, invites applications for a limited term (3.5-years) position in Geology, commencing January 1, 2002. The successful applicant will be required to teach five half-courses each year at introductory and advanced levels and to continue to carry on research in their own area of expertise in Earth Sciences. Applicants should have a PhD in Geology from a recognized university, followed by post-doctoral research and teaching experience. Research interests should include Volcanology, lava flow dynamics and morphology, processing, spot-spectral analysis and geological interpretation of digital elevation maps; and remote sensing data of geological features on the Earth and on other planetary bodies Experience in supervision of undergraduate research projects will be an asset. Applicants should send a full curriculum vitae and a statement of no more than 500 words (as to how their background and interests qualify them for this position) to Dr. L. Mansinha, Chair, Department of Earth Sciences, The University of Western Ontario, London, ON N6A 5B7, Canada, Phone: 519-661-3145, Fax: 519-661-3198, Email: mansinha@uwo.ca In addition, the application should include a list of at least three external referees, together with mail, phone, fax and email contact addresses. Deadline for receipt of applications is November 1, 2001 Position is subject to budget approval Canadian citizens and permanent residents will be considered first for this position. The University of Western Ontario is committed to employment equity, and welcomes applications from all qualified women and men, including visible minorities, aboriginals and persons with disabilities

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in Earth Sciences commencing July 1, 2002. Subject to budgetary approval. We are primarily looking for an individual with expertise and research interests in crustal fluid flow and/or hydrogeology. An interest in structural geology and the relationship between structure and fluid flow would be an asset. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing Date of Applications: October 26/01 Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext 3526; Fax: 519 973-7098, Email: taylor@uwindsor.ca.

ECOLOGIST

THE UNIVERSITY OF WESTERN — The Department of Plant Sciences invites applications for a Probationary (tenure-track) assistant professor in Ecology, beginning July 1, 2002 The successful applicant's research interests should be in the areas of ecology, evolution or systematics of plants and/or microorganisms at the organism, population, community or ecosystem level The preferred applicant will have a PhD and appropriate postdoctoral training or equivalent experience and a proven track record including publications of high quality. They will be expected to develop a vigorous and innovative research program, well supported by external funding. The applicant should also have the ability to work well with others and provide evidence of ability in teaching, conveying enthusiasm and ideas that will excite and inspire students, and to contribute to the department's commitment to excellence in both undergraduate and graduate education. All exceptional candidates are encouraged to apply Further information about the position, the department and the University can be found at http://www.uwo.ca/plantsci/department/ Applications including a curriculum vitae and copies of recent significant papers should be forwarded to Dr. Charles Trick, Chair, Ecology Search Committee, Department of Plant Sciences, The University of Western Ontario, London, Ontario, Canada N6A 5B7. Please have three letters of reference sent directly to the Chair of the search committee Applications will be reviewed starting November 15, 2001 The position is subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position

ECONOMICS

THE UNIVERSITY OF TORONTO — The Department of Economics has two tenure-stream positions in Economics at the rank of Assistant Professor on the St. George campus, subject to budgetary approval Field preferences include Macroeconomics and Financial Economics. Salary is dependent upon qualifications and experience. Appointments are effective July 1, 2002. PhD degree or equivalent is required as of July 1, 2002 or soon thereafter Duties include undergraduate and graduate teaching and research. Applicants should send a Curriculum Vitae and one current research paper, and should arrange for the submission of three letters of reference The application deadline is December 14, 2001. All correspondence should be sent to: Professor M Osborne, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario, Canada M5S 3G7. Information about the Department is available on its website at www.economics.utoronto.ca Canadian citizens and permanent residents will be considered first for these positions. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

THE UNIVERSITY OF GUELPH — The Department of Economics invites applications for one or more tenure track positions. Outstanding candidates in all fields will be considered. Appointments will be at the Assistant Professor level, though an appointment in labour economics may be made at the rank of Assistant or Associate Professor. Appointments are effective July 1, 2002 or as negotiated. Candidates for an Associate Professor position must be scholars of an international reputation and good teachers at all levels. Candidates for an Assistant Professor position will hold, or have nearly completed, a PhD in economics, with the expectation that they will establish themselves as recognized scholars and good teachers at all levels. Applications should include curriculum vitae and names of three referees, and should be submitted not later than December 7, 2001 to Dr C.J. McKenna, Chair, Department of Economics, University of Guelph, Guelph, Ontario, N1G 2W1. More information about the Department can be found at http://www.economics.uoguelph.ca. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women. Canadian citizens and permanent residents will be considered first for these positions. Positions are subject to final budgetary approval.

McGILL UNIVERSITY — The Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position in microeconomics or such applied microeconomic fields as public finance, international trade, resource and environmental economics and industrial organization, and labour economics. Applicants must have a doctorate (or expect to complete by May 2002) and show strong potential for excellence in research and teaching. Please send letters of application, curriculum vitae and three confidential letters of reference to Prof. John Kurien, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, Quebec, H3A 2T7 Canada. Closing date for applications is 30 November, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents McGill University is committed to equity in employment

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Economics. 4 tenure-track positions subject to final budgetary approval. Starting date July 1, 2002. Positions are at the rank of Assistant Professor, although appointment at a senior rank may be considered for an appropriately qualified candidate. Priority fields are. Microeconomics theory, international trade, industrial organization, and macroeconomics (including open economy macro). Qualifications: PhD (or solid indication of imminent completion), demonstrated excellence or clear promise of excellence in teaching and in research. Salaries competitive with other Canadian universities. Application deadline is November 30, 2001. Application, including c.v., reference letters and samples of research papers (or selections of dissertation) should be sent to Professor Paul Beaudry, Chair, Recruitment Committee, Department of Economics, The University of British Columbia, Vancouver, B.C., Canada, V6T 1Z1 The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

WILFRID LAURIER UNIVERSITY — Department of Economics. Applications are invited for two tenure-track appointments commencing July 1, 2002. Rank is open for one of the appointments, the second appointment will be at the rank of Assistant Professor. Qualifications include a PhD, preferably with some teaching and research experience. Candidates for appointment at the rank of Associate Professor, or above, must have a proven record of excellence in research and teaching. Duties include teaching at the undergraduate and Master's level and research. For one of the positions, the Department is especially interested in applicants with fields in financial economics and econometrics. However, candidates in all areas will be considered. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people. Applications will be considered until the positions are filled These positions are subject to budgetary approval. Applicants should send a letter and curriculum vitae and arrange for three letters of reference to be sent to Dr. Alastair Robertson, Chair, Department of Economics, Wilfrid Laurier University, Waterloo, Ontario, N2L 3C5.

McGILL UNIVERSITY — The Department of Economics is seeking an outstanding scholar to fill a Canada Research Chair (CRC) in the Department. Details about the Federal Government's CRC program — and the chair selection criteria — can be found at http://www.chairs.gc.ca A candidate should be a scholar of international reputation in any field of economics. Any interested candidate should send an up-to-date CV to Professor John Kurien, Chair, Department of Economics, McGill University, 855 Sherbrooke St. West, Montreal, QC, H3A 2T7, Canada.

McGILL UNIVERSITY — Department of Economics. Subject to budget approval, applications are invited for a tenure track, entry level, assistant professor position Applicants must have a doctorate (or expect to complete by May 2002) and show strong potential for excellence in research and teaching. Fields open but we are especially interested in hearing from candidates with a specialty in international economics Please send application, curriculum vitae and three confidential letters of reference to Prof. John Kurien, Chair, Department of Economic, McGill University, 855 Sherbrooke Street West, Montreal, QC, H3A 2T7, Canada Closing date for applications is 30 November, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents McGill University is committed to equity in employment.

CONCORDIA UNIVERSITY — Faculty of Arts & Science has up to three tenure-track positions available in Economics We are particularly interested in candidates with backgrounds in applied microeconomics or applied econometrics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Economics invites applications for Two tenure-stream positions in Economics at the rank of Assistant Professor. Field preferences include Macroeconomics, Applied Microeconomics, Financial Economics, and International Economics with solid training in economic theory and applied econometrics. PhD or equivalent is required as of July 1, 2002 or soon thereafter The successful candidate will teach graduate and undergraduate courses The University of Toronto is fully committed to academic excellence and welcomes applications from all qualified individuals The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position The deadline for submissions of applications is December 14, 2001. Applications should include a Curriculum Vitae and one current research paper Candidates should also arrange for three letters of reference to be submitted under separate covers. All correspondence should be sent to Professor Martin Osborne, Chair, Recruiting Committee, Department of Economics, University of Toronto, 150 St. George Street, Toronto, Ontario, Canada M5S 3G7.

THE UNIVERSITY OF SASKATCHEWAN — The Department of Economics invites applications for one tenure-track position at the Assistant Professor rank. An appointment at a higher rank might be considered depending on the qualifications of the candidate. All fields of specialization will be considered, although microeconomic theory is preferred. Subfields of interest include: behavioral economics, experimental economics, game theory, and industrial organization. A PhD in hand or near completion is required. The successful candidate must also demonstrate promise in teaching and research. The appointment is effective July 1, 2002; salary is commensurate with qualifications The Department will be interviewing prospective candidates during the ASSA meetings to be held in Atlanta, Georgia on January 4–6, 2002. Interested candidates should send their CV and transcripts, and arrange to have three letters of reference sent to: Professor M. Altman, Head, Department of Economics, University of Saskatchewan, 9 Campus Drive, Saskatoon, SK Canada S7N 5A5, Phone: (306) 966-5198, Fax: (306) 966-5232, E-mail: Econ@usask.ca This position has been cleared for advertising at the tier-two level. Accordingly, applications are invited from qualified individuals regardless of their immigration status in Canada Applications close when the position is filled. The University of Saskatchewan is committed to Employment Equity Members of Designated Groups (women, aboriginal people, people with disabilities and visible minorities) are encouraged to self-identify on their applications.

THE UNIVERSITY OF ALBERTA — The Department of Economics seeks to fill three full-time tenure track positions at the Assistant Professor level starting July 1, 2002. For one of these positions, candidates should have an interest in macroeconomics, financial economics and/or applied time series econometrics. For the other two positions, candidates who have an interest in applied macroeconomics, monetary economics, labour economics, and/or international economics are particularly encouraged to apply but strong candidates in any field will be given serious consideration Applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. Applicants will be expected to teach at both the undergraduate and graduate levels. These positions have been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status. Send applications (including curriculum vitae and names of three referees who have been asked to send confidential letters of assessment) to: Dr. Bradford Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, T6G 2H4 by November 30, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons

YORK UNIVERSITY — The Department of Economics. Applications are invited for a tenured position at the full professor level, subject to budgetary approval. The appointment will commence July 1, 2002. While outstanding candidates in any field may apply, we are particularly interested in candidates whose field is microeconomics. Candidates must be recognized scholars with distinguished research and publication record and an ability to attract research grants. Candidates should also have an excellent record in departmental leadership, graduate teaching and supervision. Applicants should include a curriculum vitae and recent research papers. Applicants should arrange for 3 letters of reference to be sent directly. Applications should be received by November 15, 2001. 00 Microeconomics, J0 Labour Economics, L0 Industrial organization, F0 International Trade, H0 Public Finance Applications are invited for two tenure track positions at the assistant professor level, subject to budgetary approval. The appointments will commence July 1, 2002. While outstanding candidates in any field may apply, we are particularly interested in candidates who do empirical work in the above areas. Candidates should have a PhD in economics (or expected in 2002) and show potential of becoming excellent teachers and nationally/internationally recognized scholars. Applicants should include curriculum vitae and a recent research paper Applicants should arrange for 3 letters of reference to be sent directly. The deadline for applications is January 21, 2002. Canadian citizens and permanent residents will be considered first for these positions; applications are invited from qualified individuals re-

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NATIVE STUDIES
FIRST NATIONS STUDIES

The Faculty of Arts at the University of British Columbia invites applications for the tenure-stream/tenured position of Director of the new First Nations Studies Program. We wish to appoint a scholar with a doctoral degree (or an MA and extensive publication and experience) and an established record of research, teaching and publication in First Nations Studies, who will provide leadership and undertake program development, teaching and research in the program. The Director will liaise with the First Nations House of Learning and with First Nations communities and organizations, particularly those who will be involved with the program's research practicum. Candidates should have proven experience with First Nations communities, organizations and issues, as well as knowledge and understanding of First Nations cultures.

The program offers a BA with a Major or a Minor in First Nations Studies. Students take the equivalent of three full courses specifically developed for the program, one in each of second, third and fourth year. The fourth year course includes a research practicum conducted in cooperation with a First Nations organization or community. The remaining course requirements are fulfilled by a wide range of courses offered in other disciplines and faculties. The Faculty has a First Nations Student Services Coordinator who acts as a part-time advisor for the program and who will assist with setting up and facilitating the research practicum. For more information on the program and on resources for First Nations students at UBC, please visit our website. www.arts.ubc.ca.

The appointment will be effective 1 July 2002 and is subject to final budgetary approval. The closing date for the competition is **1 November 2001** or until the position is filled. Salary, tenure status and academic rank will be commensurate with qualifications and experience. Departmental home will depend on the disciplinary specialization of the successful candidate. UBC hires on the basis of merit and is committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. We encourage all qualified candidates to apply, particularly those of Aboriginal origin. Applicants should send a letter of application, a curriculum vitae, the names of three referees (with e-mail and regular addresses), one article-length writing sample and teaching evaluations if available to:

Margery Fee, Associate Dean of Arts
The University of British Columbia
1866 Main Mall, Buchanan Bldg. B130
Vancouver, BC, Canada V6T 1Z1

Email: margery.fee@ube.ca

The term First Nations is meant to be inclusive, and refers to all people of Aboriginal ancestry.

gaidless of their immigration status in Canada York University has an Affirmative Action Program with respect to its faculty and librarian appointments The designated groups are women, racialbvisible minorities, persons with disabilities and aboriginal peoples Persons in these groups must self-identify in order to participate in the Affirmative Action Program We encourage persons in these groups to self identify during the selection process. The Economics welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca /o a copy can be obtained by calling the affirmative action office at 416-736-5713 Applications should be sent to: Chair, Department of Economics, Faculty of Arts, Vari Hall, York University, Toronto, Ontario, Canada M3J 1P3

THE UNIVERSITY OF CALGARY — The Department of Economics invites applications for one full-time tenure track position, and either one full-time limited term position extending from one to four years, or a one-year visiting appointment Subject to budgetary approval, a second full-time tenure track position will also be available. Each position is at the rank of Assistant or Associate Professor The visiting appointment is also available at the rank of Full Professor. The positions are effective July 1, 2002, and the closing date for applications is November 30, 2001 Preference will be given to candidates specializing in one or more of the following areas: macroeconomics (especially open-economy macro), international trade, regulatory economics, public finance, and financial economics. Strong candidates in other fields of specialization are also encouraged to apply Applicants at the assistant professor level must have a PhD in Economics or expect to complete it by July 2002, and must show promise of excellence in research and teaching. Candidates must be able to teach at the graduate and undergraduate levels, supervise graduate students, and undertake some service duties Applicants at the associate professor level must provide evidence of excellence in research and teaching and be able to teach at the graduate and undergraduate levels, supervise graduate students, and effectively participate in departmental / faculty / university governance. Applications should include a covering letter, curriculum vitae, a sample of recent research, evidence of teaching effectiveness and the names of three referees. Applicants should specify whether they are applying for a tenure track position or limited term position or visiting appointment, and the rank at which they wish to be considered (Assistant, Associate, or for the visiting appointment, Full as well) Applicants should also indicate whether they will be attending the forthcoming Canadian Economics Employment Exchange and / or the Allied Social Science Associations meetings Send applications to Dr Elizabeth Wilman, Department of Economics, University of Calgary, 2500 University Drive NW, Calgary, AB, Canada T2N 1N4 Fax: (403) 282-5262 Please arrange for the referees to send confidential letters of reference to this address Applications may be submitted by fax to meet the November 30th deadline but the original application must also be forwarded by mail. Qualified Canadians and non-Canadians are invited to apply The University of Calgary respects, appreciates and encourages diversity.

THE UNIVERSITY OF WINDSOR — invites applications for three tenure-track positions in the Department of Economics in the areas of Microeconomics, Econometrics, and Economic Development and International Affairs, October 26/01. Contact: Dr Ralph Kolinski, Head, Economics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext 2358; Fax 519 973.7096, Email kolinski@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Economics seeks to fill one (or more) tenure track position(s), rank open. At the assistant professor level, consideration will be given to applicants with a PhD or those nearing completion of their PhD and who have demonstrated excellent teaching skills. Candidates for senior positions must have demonstrated excellence in both teaching and research While all areas of economics will be considered, the department is especially interested in appointing someone capable of teaching more than one of the following, public/health economics, corporate finance, international economics, statistics/econometrics, mathematics for economists, applied micro, and macro economics Since the Department offers an applied co-op program at both the graduate and undergraduate level, strong applied skills would be an asset The successful candidate(s) will teach at both the graduate and undergraduate level, and be expected to develop an independent research program Excellence in research and teaching are primary criteria for the position The position is effective January 1, 2002 with May 1 or September 1 start dates also possible. Salary will be commensuate with experience and qualifications In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities This appointment is subject to the availability of funds. If you are interested in the position send your curriculum vitae, three letters of reference, and a sample research paper to Dr James A. Brox, Chair, Department of Economics, University of Waterloo, Waterloo, Ontario, N2L 3G1 Deadline for applications is December 1, 2001

ECONOMICS FOR MANAGEMENT

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting for tenure stream positions in Economics for Management Studies, rank open While the fields are open, we are particularly interested in candidates with research and teaching interests in applied microeconomics, industrial organization, applied macroeconomics and applied econometrics. Duties include undergraduate teaching of economics for management studies at the University of Toronto at Scarborough, graduate teaching the St George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university The position will begin on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Doug Hyatt, Associate Chair, Division of Management, University of Toronto at Scarborough, 1256 Military Trail, Toronto, ON, M1C 1A4 (doug.hyatt@utoronto.ca) The deadline for applications is November 30, 2001 The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

ÉDUCATION

UNIVERSITY OF ALBERTA — Faculté Saint-Jean sollicite des candidatures pour un poste à temps plein de professeur adjoint, menant à la permanence, pour son programme en éducation débutant le 1er juillet 2002 La personne engagée devra posséder (ou en voie d'obtention) un doctorat pertinent et un solide dossier de recherche et de publications, ainsi qu'une bonne connaissance du milieu scolaire. Une excellente maîtrise de la langue française est requise Selon les candidatures reçues, le poste pourra être au rang de professeur agrégé La Faculté cherche une personne qui peut fournir un leadership dans le programme de maîtrise en sciences de l'éducation et dans le programme de formation à l'enseignement, dans un ou deux des domaines suivants: administration scolaire/leadership, fondements de l'éducation (sociologie ou philosophie) mesure et évaluation, pédagogie générale, (pratique de l'enseignement) et la didactique Le poste appelle un enseignement aux premier et deuxième cycles, incluant la supervision de stagiaires et d'étudiants de deuxième cycle, de même que des qualités de leadership, une capacité à travailler en équipe et en relation étroite avec la communauté éducationnelle que la Faculté dessert. Faculté de langue française dans une université de langue anglaise, la Faculté Saint-Jean accueille des étudiants francophones et anglophones dans des programmes de BA, BAA (conjointement avec la Faculty of Business), BEd, BEd après diplôme, BSc et MEd Conformément aux exigences relatives à l'immigration au Canada, ce poste est offert aux citoyen-nes canadien-nes et aux résident-es permanent-es En l'absence de candidat-es citoyen-nes canadien-nes ou résident-es permanent-es répondant aux exigences du poste, nous considérerons d'autres personnes Les demandes seront acceptées jusqu'au 26 octobre 2001 Un curriculum vitae détaillé et les noms de trois répondants doivent être envoyés à: Madame Claudette Tardif, PhD, doyenne, Faculté Saint-Jean, University of Alberta, 8406, rue Marie-Anne-Gaboury (91 Street),Edmonton, AB T6C 4G9, Télécopieur: (780) 465-8760. Pour de plus amples renseignements au sujet de la Faculté Saint-Jean, voir son site au www.fsj.ualberta.ca/ Les dossiers reçus pour ce concours seront gérés selon les dispositions de la Loi sur l'accès à l'information et de la protection des renseignements personnels La Université of Alberta embauche selon le mérite Nous sommes engagés au principe d'équité en matière d'emploi Nous favorisons la diversité et encourageons les candidatures de toute personne qualifiée, femmes et hommes, y compris les personnes handicapées, les membres des minorités visibles et les autochtones.

EDUCATION

SIMON FRASER UNIVERSITY — The Faculty of Education is seeking applications for a tenure track position in curriculum theory Rank and salary will be commensurate with experience, but appointments will normally be at the rank of Assistant Professor and will begin September 1, 2002. Applications will be received until October 26, 2001. Candidates must possess a doctoral degree, and present a strong record of scholarly publications. Some exposure to public school teaching or first-hand knowledge of the public school context is desirable. Applicants should have a thorough grounding in the history and theory of curriculum, especially in relation to the practice and study of teacher education and must be able to teach graduate courses in curriculum development, implementation, evaluation, and theory. Interested candidates should consult http://www.educ.sfu.ca/faculty_positions.htm for more detailed information on the position. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae; the names and contact information for three referees; and one scholarly paper to Dr. Janny Thompson, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6 Telephone: 604-291-3643 Please do not ask referees to send letters of reference Canadians and Permanent Residents will be given preference, however, non-Canadians are encouraged to apply. Simon Fraser University (http://www.sfu.ca) is located in Greater Vancouver on the west coast of British Columbia, Canada Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants All appointments are subject to budgetary approval.

SIMON FRASER UNIVERSITY — The Faculty of Education seeks an assistant professor to commence September 1, 2002 whose research is concerned with general (vs. discipline specific) theories of education and their history The successful candidate will have a doctoral degree and a strong record of scholarship. Applications will be received until October 26, 2001. Interested candidates should consult http://www.educ.sfu.ca/faculty_positions.htm for more details on expectations, probable teaching assignments, and supporting information about this position before preparing an application. Applicants should forward a letter of application describing their teaching experience, their scholarly interests and achievements, and their potential contributions to the Faculty; a current curriculum vitae; the names and contact information for three referees; and one scholarly paper to Dr. Janny Thompson, Associate Dean, Faculty of Education, Simon Fraser University, 8888 University Drive, Burnaby, B.C., V5A 1S6 Telephone: 604-291-3643 Please do not ask referees to send letters of reference. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadians and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All appointments are subject to budgetary approval

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in the field of Educational Technology, the other for our TESL Centre. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/ajobs.cfm Concordia University, Faculty of Arts & Science is looking to fill one senior Canada Research Chair in Education. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/jobs.cfm

THE UNIVERSITY OF VICTORIA — The Department of Educational Psychology and Leadership Studies invites applications for a tenure track position at the Assistant Professor level in the area of Educational Psychology to begin July 1, 2002 or as negotiated. Education background and research areas: a PhD in Educational Psychology (including measurement or quantitative methods); a research and teaching focus on at least one of the following areas: cognition and motivation; learning and classroom instruction and development Training and experience in: quantitative research and statistical methodologies (e.g.: HLM or SEM); educational measurement and assessment would be desirable Experience and abilities: research and training in educational psychology; successful record of teaching; successful research background, competence and experience with quantitative methods. The individual would be expected to: contribute to the teaching of educational psychology in the undergraduate program for teacher education; contribute to the graduate program; teach graduate courses, develop a program of research; supervise both masters and doctoral students. The University of Victoria is an equity employer and encourages applicants from women, persons with disabilities, visible minorities, and aboriginal peoples in accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include curriculum vitae and the names of three referees Applications must be received by November 30, 2001 Send to: Dr. John Anderson, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, PO Box 3010, University of Victoria, BC, V8W 3N4, Phone: 250-721-7799; Fax: 250-721-6190; webpage: www.educ.uvic.ca/eplsf; email: anderson@uvic.ca

THE UNIVERSITY OF VICTORIA — The Department of Educational Psychology and Leadership Studies invites applications for a tenure-track position at the Assistant or Associate Professor level in the area of Counselling and Educational Psychology to begin July 1, 2002. Education background and research areas: a PhD in counselling psychology or educational psychology; a research and teaching focus on Counselling and at least one of the following areas: learning, cognition and development; school psychology; individual assessment; training and experience in research and analytic methodologies. Experience and abilities: research and training in counselling and/or educational psychology; competence and experience with individual assessment and the DSM4; successful record of teaching; successful research background, competence and experience with research methods The individual would be expected to contribute to the teaching of counselling and school psychology in the undergraduate programs; contribute to the graduate program; teach graduate courses; develop a program of research; supervise both masters and doctoral students The University of Victoria is an equity employer and encourages applicants from women, persons with disabilities, visible minorities, and aboriginal peoples. In accordance with Canadian Immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Others are encouraged to apply but are not eligible for appointment until a Canadian search is completed and no appointment made. Applications should include curriculum vitae and the names of three referees. Applications must be received by November 30, 2001. Send to: Dr. John Anderson, Chair, Department of Educational Psychology and Leadership Studies, Faculty of Education, PO Box 3010, University of Victoria, BC, V8W 3N4, Phone: 250-721-7799; Fax: 250-721-6190; webpage: www.educ.uvic.ca/eplsf; email: anderson@uvic.ca

THE UNIVERSITY OF WINDSOR — invites applications for three tenure-track positions in the Faculty of Education in the areas of Social Science, particularly Geography, Music, and Mathematics, and one limited-term position in AOS Open, commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions. Closing date of applications: October 30/01 Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612, Email: progers@uwindsor.ca

ENGINEERING

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for academic tenure stream positions at the rank of Assistant, Associate or Full Professor, in the area of Production Planning and Control and in the area of Advanced Operations Research Methodologies. Candidates must have a doctoral degree in Industrial Engineering or Operations Research, an outstanding academic and research record, and effective teaching ability. An undergraduate degree in Engineering is an asset. Duties will include undergraduate and graduate teaching, research, and departmental service Salary is commensuate with qualifications Start date is July 1, 2002. Applicants should include in their responses: a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8 The closing date for all applications to be received is November 19, 2001. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for academic tenure stream positions at the rank of Assistant Professor in the area of Human Factors Candidates must have a doctoral degree, an outstanding academic record, and effective teaching ability An undergraduate degree in Engineering is preferred. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensuate with qualifications. Start date is July 1st, 2002 or earlier. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8 The closing date for all applications to be received is November 16, 2001. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for two (2) academic tenure stream positions at the rank of Assistant Professor in the area of Information Engineering Candidates must have a doctoral degree in Computer Science, Information Systems or in Computer, Industrial or Systems Engineering, an outstanding academic record, effective teaching ability, and a strong interest in the engineering of information systems for organizational effectiveness An undergraduate degree in Engineering would be an asset Successful candidates will participate in the development of a new program in Information Engineering, which is concerned with the engineering of information and knowledge, the systems with which they are delivered, and the processes in which they are to be deployed. The objective is to support the achievement of organizational goals through the efficient and flexible operation of business processes Information Engineering builds upon a strong systems perspective to fuse and extend three core disciplines: Information Systems and Automated Reasoning, Human Factors and Ergonomics; and Organizational Structure and Behaviour. Duties will include undergraduate and graduate teaching, research, and departmental service. Salary is commensuate with qualifications Start date is July 1, 2002 or earlier. Applicants should include in their responses a detailed curriculum vitae, a clear statement of their specific teaching and research interests; and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 19, 2001. In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

Excellence Innovation Discovery

Canada Research Chairs

The Canada Research Chairs (CRC) Program was established by the Government of Canada to enable Canadian universities to foster research excellence in the global, knowledge-based economy. More information can be found at the CRC Program website at www.chairs.gc.ca. Mount Saint Vincent University seeks to fill four CRC positions (Tier II), starting as early as July 2002.

Appointments shall be at the Assistant or Associate Professor level. Candidates must be scholars with demonstrated potential of becoming world leaders in their field and should have a commitment to collaborative and/or interdisciplinary research. Nominations and applications are invited in our strategic research areas: Gender (encompassing a broad range of disciplines); Human Development (including the two subfields of Child/Family Development and Care, and Aging); and Technology Enhanced Learning. For additional details, candidates may consult MSVU's Strategic Research Plan at: www.msvu.ca/research/canada_research.htm.

Recognized as a world leader in innovative education for women, Mount Saint Vincent University is a dynamic, challenging and welcoming community. The University has about 140 full-time faculty engaged in teaching and research. Approximately 4000 women and men from across Canada and around the globe take advantage of its personalized approach and distinctive undergraduate, graduate and professional programs.

Nominations and applications including a curriculum vitae, a five-year research plan and three (3) confidential letters of reference sent under separate cover should be forwarded by **November 2, 2001** to **Dr. Judith Woodsworth, Vice-President (Academic), Mount Saint Vincent University, Halifax, Nova Scotia, B3M 2J6.** Please note that all CRC decisions are subject to final review by the CRC Secretariat.

Mount Saint Vincent is committed to the principles of employment equity and encourages applications from all qualified candidates including women, aboriginal persons, visible minorities and persons with disabilities.

MOUNT SAINT VINCENT UNIVERSITY

Excellence • Innovation • Discovery

THE CAMARGO FOUNDATION FELLOWSHIP PROGRAM

The Foundation maintains in Cassis, France, a center for the benefit of scholars who wish to pursue studies in the humanities and social sciences related to French and francophone cultures. The Foundation also supports creative projects by composers, writers, visual artists, photographers, filmmakers, and video artists. The Foundation offers, at no cost, eleven furnished apartments, a reference library, a darkroom, an artist's studio, and a music composition studio. The residential fellowship is accompanied by a stipend, awarded automatically to each recipient of the grant. The normal term of residence is one semester (early September to mid-December or mid-January to May 31st), precise dates being announced each year. Applicants may include university and college faculty, including professors emeriti, who intend to pursue special studies while on leave from their institutions; independent scholars working on specific projects; secondary school teachers benefiting from a leave of absence in order to work on some pedagogical or scholarly project; graduate students whose academic residence and general examination requirements have been met and for whom a stay in France would be beneficial in completing the dissertation; composers, writers, visual artists, photographers, filmmakers, and video artists with specific projects to complete. Because of the limited number of studios, only one composer and one visual artist or photographer can be accepted each semester. Applicants from all countries are welcome. Application deadline is **February 1** for the following academic year.

For additional information and application forms, please consult the Foundation's Web site: www.camargofoundation.org or write to::

THE CAMARGO FOUNDATION
Mr. William Reichard
125 Park Square Court
400 Sibley Street
Saint Paul, MN 55101-1928 USA

THE UNIVERSITY OF TORONTO — The Department of Mechanical and Industrial Engineering invites applications for an academic tenure stream position at the rank of Assistant Professor in the area of Mechatronics Candidates must have effective teaching ability and will be expected to make a major contribution to the Undergraduate and Graduate Programs in Mechatronics. The successful applicant will be expected to develop a strong and independent research program in the area of Mechatronics. Teaching duties may include assisting the Department's undergraduate thrust in Design and Manufacturing Applicants must have a doctoral degree, an outstanding academic record and be prepared to obtain registration as a professional engineer. Industrial experience would be an asset Salary is commensurate with qualifications. Start date is July 1st, 2002. Applicants should include in their responses: a detailed curriculum vitae, a clear statement of their specific teaching and research interests, and the names of three persons able to provide references in support of their application. Letters of application should be addressed to: Professor J.S. Wallace, Chair, Department of Mechanical and Industrial Engineering, University of Toronto, 5 King's College Road, Toronto, Ontario, M5S 3G8. The closing date for all applications to be received is November 9th, 2001 In accordance with Canadian Immigration requirements, priority will be given to applications from Canadian Citizens and Permanent Residents of Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas

DALHOUSIE UNIVERSITY — The Department of Electrical and Computer Engineering invites applications for a tenure stream position in Computer/Communications Engineering Design at the Assistant Professor level. Duties include undergraduate and graduate teaching, research, and student supervision. Undergraduate teaching experience in modern design principles would be an asset. Applicants should have a PhD in Electrical/Computer/Software Engineering. Eligibility for registration as a Professional Engineer is normally required Applicants should submit a current curriculum vitae and the names of three referees to: Dr. M Cada, Chair of the Search Committee, Department of Electrical and Computer Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4. Applications and queries may be sent by e-mail to michael.cada@dal.ca; they will be accepted until the position is filled. More information on the department can be found at www.dal.ca/~elecdept. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women.

DALHOUSIE UNIVERSITY — The Department of Electrical and Computer Engineering invites applications for a tenure stream position in Computer Engineering at the Assistant Professor level. Duties include undergraduate and graduate teaching, research, and student supervision. Undergraduate teaching experience in computer engineering, including systems analysis, computer architecture, real time systems, and computer communications would be an asset Applicants should have a PhD in Electrical/Computer/Software Engineering or Computer Science. Eligibility for registration as a Professional Engineer is normally required. Applicants should submit a current curriculum vitae and the names of three referees to: Dr M Cada, Chair of the Search Committee, Department of Electrical and Computer Engineering, Dalhousie University, P.O. Box 1000, Halifax, Nova Scotia, Canada, B3J 2X4 Applications and queries may be sent by e-mail to michael.cada@dal.ca, they will be accepted until the position is filled. More information on the department can be found at www.dal.ca/~elecdept. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Dalhousie University is an Employment Equity/Affirmative Action employer. The University encourages applications from qualified Aboriginal people, persons with a disability, racially visible persons, and women

THE UNIVERSITY OF WINDSOR — invites applications for tenure-track faculty positions in Civil and Environmental Engineering in the areas of Biological/Biotechnology and the Department Head commencing July 1, 2002 Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253.3000, Ext. 2566, Fax: 519.971.3622, Email: appteng@uwindsor.ca.

THE UNIVERSITY OF WINDSOR — invites applications for tenure-track faculty positions in Electrical and Computer Engineering in the areas of Microelectronics Systems, Microelectromechanical, Electrical and Computer Engineering, and Department Head commencing July 1, 2002 Subject to budgetary approval. For detailed position descriptions visit our website at www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253 3000, Ext. 2566; Fax: 519 971.3622, Email: appteng@uwindsor.ca

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in Industrial and Manufacturing Engineering in the area of Industrial Engineering commencing July 1, 2002 Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4; Tel. 519. 253.3000, Ext. 2566, Fax: 519 971.3622, Email: appteng@uwindsor.ca

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions and Tier II Canada Research Chair positions in the Mechanical and Automotive Engineering in the areas of Thermofluids, Clean Diesel Engine Technology (CRC), and Hydroforming (CRC) commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Graham Reader, Dean, Faculty of Engineering, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2566, Fax 519.971.3622; Email: appteng@uwindsor.ca.

THE UNIVERSITY OF WATERLOO — Department of Chemical Engineering is seeking a faculty member for an Associate Professor or a tenured Full Professor In the Biochemical Engineering Group of this Department. The Chemical Engineering Department has 25 professors specializing in areas such as Biochemical Engineering, Catalysis and Reactor Design, Environmental and Pollution Control, Electrochemical Engineering, Mathematical Analysis, Statistics and Control, Polymer Science and Engineering, Transport Phenomena, Flow in Porous Media and Enhanced Oil Recovery. The department offers degree programs in Chemical Engineering and Environmental Engineering (Chemical). The department has a total annual enrolment of about 500 undergraduates and 100 graduate students: it is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 275,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions. More information on the department and university is available at http://www.cape.uwaterloo.ca Successful candidates must hold a PhD degree in Chemical Engineering or in a related discipline The position is for an internationally recognized scholar with research experience in the bioprocessing aspects of industrial biotechnology. His/her disciplinary expertise should include transport phenomena, reaction kinetics and unit operations with a demonstrated appreciation of the relevant life sciences. At present, the Group has five other faculty members with research interests focussing on fermentation engineering, tissue engineering, biomimetic engineering, metabolic engineering, bioseparations engineering and bioprocess engineering with applications in biomanufacturing and bioremediation. The applicant should have an excellent track record of publications and collaborative research, and a proven capability of generating research grants and industrial contracts. He/she is also expected to contribute to teaching and the supervision of graduate students. Applications consisting of a curriculum vitae, names and addresses of three referees, and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada, by October 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appomtment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Chemical Engineering. Applications are invited for a tenure track faculty position at the Assistant or Associate Professor level in the area of chemical reaction engineering with interests in applied catalysis. Candidates must either hold a PhD in Chemical Engineering or related field, and must be eligible to work in Canada. Successful candidates are expected to establish viable and productive research programs and teach both undergraduate and graduate courses. One component of the research program will be application of catalysis to the Chemical Modification of Polymers to complement an NSERC Industrial Research Chair in Advanced Rubber Technology. Consult our website at http://cape.uwaterloo.ca/ for information about our Department. Applications consisting of a curriculum vitae, names and addresses of three referees and a statement of teaching and research interests should be sent to I. Chatzis, Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1, Canada by October 31, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities

THE UNIVERSITY OF WATERLOO — The Department of Chemical Engineering is inviting applications for a faculty position as a tenure-track Assistant Professor in the area of Process Systems Engineering, commencing January 1, 2002 The faculty members of the PSE group at the Department of Chemical Engineering have developed strong programs in the area of computer process control, applied statistics and process simulation. In order to enhance our strength, the successful candidate should have research interest in the area of optimization of continuous and discrete processes and integration of control and design. However, excellent candidates in the general process systems engineering area, i.e. control, optimization and applied statistics, will also be considered Due to a recent introduction of a software option into the Chemical Engineering program, the candidate will be expected to contribute to the teaching of courses related to the option. It is expected of applicants to hold a PhD in Chemical Engineering, or a related discipline. The Department has 25 faculty members and a total annual enrolment of about 500 undergraduates in the Chemical and Environmental Engineering programs and 100 graduate students. It is one of the largest chemical engineering departments in North America. The University of Waterloo has over 23,000 students and is presently ranked "first overall" of the 62 Canadian universities. The scenic 1,000-acre campus is part of the twin-cities of Kitchener-Waterloo with a population of 273,000 located 100 km SW of Toronto. The community is rated highly for its excellent living conditions More information on the department and university is available at http://www.uwaterloo.ca. Applications will be evaluated until the position is filled. Applicants should submit a curriculum vitae, publication list, a statement of teaching and research interests, and names of three referees to: The Chair, Department of Chemical Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1 (519) 888-4567, Ext. 2295, ichatzis@uwaterloo.ca Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a tenure-track position at the Assistant or Associate Professor rank Candidates must have a strong background in applied mathematics. The preferred candidate will have a research record in stochastic processes with applications including mechanics, structures or other Civil Engineering areas. Applicants should have a PhD in Civil Engineering or a closely related field and eligibility for Professional Engineering registration in Ontario would be an asset Applicants must have potential or proven ability for excellence in teaching and research. Industrial experience is desirable The successful applicant is expected to have excellent communication skills and be able to teach undergraduate and graduate courses in a wide range of subjects in Civil Engineering including mathematics. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, E-mail addresses, telephone and fax numbers of at least three references. Mail to Professor J.F. Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO — The Department of Civil Engineering invites applications for a senior, Tier 1 Canada Research Chair (CRC) position in the area of infrastructure management. The appointment will be at the rank of Full Professor with tenure. The successful candidate will have a PhD and demonstrated record of excellence Applicants must be eligible for Professional Engineering registration in Ontario and have a PhD in Civil Engineering or a closely related field The department's focus areas in infrastructure include building science, construction, pavements, trenchless and tunnelling technology and materials and rehabilitation. Pavement research has recently been awarded a substantial infrastructure grant from The Canada Foundation for Innovation and The Ontario Innovation Trust, and accordingly the successful applicant would be expected to play a key role in this activity As well, strength in one or more additional focus areas would be desirable. The successful applicant is expected to have a distinguished record of scholarship, excellent communication skills, the ability to teach various undergraduate and graduate courses in civil engineering, and the capability of building strong external linkages with industry and public sector agencies. This appointment is subject to the availability of funds. The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities Canadian Citizens and Permanent Residents will be considered first for this position. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives and the names, addresses, E-mail addresses, telephone and fax number of at least three references. Mail to Professor J.F Sykes, Chair, Department of Civil Engineering, University of Waterloo, Waterloo, Ontario, N2L 3G1. Applications will be considered at any time until the position is filled

THE UNIVERSITY OF WATERLOO — The Department of Electrical and Computer Engineering invites applications for three positions at the rank of Lecturer. The initial appointment will be for a period of five years. Subject to satisfactory performance, these Lecturer appointments can be renewed for subsequent five-year terms. Exceptional demonstrated performance could lead to an appointment as a Continuing Lecturer in special cases. The rank of Continuing Lecturer is a permanent position. Applicants must have a minimum of a Master's degree in Electrical Engineering, Computer Engineering, Software Engineering, Computer Science, or closely related areas. A PhD degree and/or previous teaching experience is desirable. The primary duty of the successful applicants will be teaching undergraduate students in the Department of Electrical and Computer Engineering Other activities will include marking of reports, evaluation of technical presentations by undergraduate students, and may include involvement in research programs Successful applicants are expected to have excellent communication skills and to be able to teach undergraduate courses in the areas of electrical, computer, or software engineering The successful applicants will be encouraged to apply for Professional Engineering registration in Ontario Applications will be considered until the positions are filled These appointments are subject to the availability of funds In accordance with Canadian immigration requirements this advertisement is primarily directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women, members of visible minorities, native peoples and persons with disabilities. Interested candidates are invited to submit a detailed curriculum vitae, including a statement of career objectives, and the names, addresses, e-mail addresses, telephone and fax numbers of at least three references. Mail your application to Professor Daniel Miller, Co-ordinator, Lecturer Search Committee, Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1. More information can be obtained by sending e-mail to Professor Daniel Miller at recruit@ece.uwaterloo.ca.

THE UNIVERSITY OF WATERLOO — Invites applications for several tenure-track faculty positions in all areas of Electrical and Computer Engineering. Applicants should have a PhD in Electrical/Computer/Software Engineering, Computer Science, or a closely related discipline, and must have a strong commitment to both research and teaching. Eligibility for registration as a Professional Engineer is desirable. We expect to fill most positions at the Assistant or Associate Professor level, but candidates at all levels of experience are encouraged to apply. The department offers undergraduate co-op programs in Electrical Engineering and Computer Engineering and plans to introduce a Software Engineering degree program jointly with Computer Science. The department attracts outstanding Canadian and international students to its master's and doctoral programs. There are currently 175 graduate students supervised by 42 full-time faculty With industry and government support, excellent teaching and research laboratories have been developed and are being expanded in all key areas of Electrical and Computer Engineering. The department provides excellent research opportunities in many rapidly developing areas of Information Technology, and fosters joint research with industry. More information on these opportunities, programs and research facilities can be obtained at http://www.ece.uwaterloo.ca Applications, including a curriculum vitae and the names and e-mail addresses of at least three referees, should be directed to: Professor Daniel Miller, Co-ordinator, Faculty Search Committee Department of Electrical and Computer Engineering, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, e-mail: millerd@ece.uwaterloo.ca. To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. These appointments are subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — The Software Engineering Board invites applications for a five-year, definite-term position at the rank of Lecturer, with the possibility of the appointment being converted to a permanent position A candidate must possess a graduate degree in Software Engineering, Computer Science or Computer Engineering, and must be willing to seek Ontario registration as a Professional Engineer. The candidate must also demonstrate an aptitude for outstanding teaching in software engineering or related area Industrial experience is desirable This position is immediately available. Applications will be considered until the position is filled Software Engineering is a new and distinctive professional, undergraduate program at Waterloo, jointly established by the Departments of Computer Science and Electrical and Computer Engmeering. Our undergraduate programs attract some of the best students in the country Excellent offices, laboratories, and computing facilities, and attentive support staff provide for a productive work environment. The successful applicant will be expected to support the new software engineering program Primary duties include teaching, academic advising, managing labs and study groups, and helping to promote the program. There will be some administrative responsibilities. Scholarly activities, such as professional development and/or participation in research, are also expected In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents The University of Waterloo encourages applications from all qualified individuals including women and members of visible minorities, native peoples, and persons with disabilities Interested candidates are invited to submit a detailed curriculum vitae, statement of career objectives, and the names and e-mail addresses of three references. Supporting letters should indicate the applicant's range of teaching interests, expertise and experience. Please direct applications to: Dr. Joanne Atlee, Director of Software Engineering, University of Waterloo, Waterloo, Ontario Canada N2L 3G1 (se-director@uwaterloo.ca) Candidates should ask those named as references to direct supporting letters to the same address. This appointment is subject to the availability of funds

THE UNIVERSITY OF WATERLOO — The Departments of Computer Science and Electrical & Computer Engineering seek applications for a senior and a junior Scotiabank Research Chair in Software Engineering. Applicants must have an outstanding research record and a commitment to teaching, and should hold a doctoral degree in Software Engineering, Computer Engineering or Computer Science. A demonstrated record of industrial collaboration would be an asset. Candidates for the senior Chair should be qualified for an academic position at the level of full professor Candidates for the junior Chair should be qualified for an academic position at the level of either a mature assistant professor or an associate professor. The chairholders will hold joint-appointments in the Departments of Computer Science and Electrical & Computer Engineering, as tenured or tenure-track faculty members. The Chairs are funded by Scotiabank, and the associated research funds can be matched by provincial and federal funding programs, up to $2,000,000 over five years. It is expected that the chairholders' research programs will focus on problems in developing and maintaining large software systems: software architecture, feature interactions, testing and verification, program understanding, visualization, reverse engineering, software evolution The University of Waterloo has one of the largest Software Engineering research groups in the country, involving 11 full-time faculty members from the Departments of Computer Science and Electrical & Computer Engineering. These two departments together have over 100 faculty members, and have a long history of collaborating with each other on undergraduate programs and research projects. In September 2001, the two departments will initiate a jointly sponsored undergraduate degree in Software Engineering More information can be found at: http://www.math.uwaterloo.ca/Faculty/SoftwareEng/ Applications should include a curriculum vitae and the names and e-mail addresses of three references. The application should be directed to Director Dr. Joanne Atlee, Software Engineering, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1; se-director@cs.uwaterloo.ca To expedite handling of applications, candidates should ask those named as references to direct supporting letters to the same address. The positions are expected to commence during the 2001 calendar year Applications will be considered as soon as they are complete and as long as positions remain available The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities These appointments are subject to the availability of funds

ENGLISH

YORK UNIVERSITY — Applications are invited for a tenure-stream appointment in the Department of English, Faculty of Arts commencing 1 July 2002 The position offered is in Contemporary Literature, at the level of assistant professor. The successful candidate will have substantial university teaching experience and preferably expertise in post-1970 prose fiction and/or non-fiction. We especially encourage applicants whose engagement with the contemporary spans multiple genres and more than one national literature. The appointment is subject to budgetary approval by the University *Qualifications include a PhD in English Literature* with specialisation in the above field, and demonstrable excellence in teaching and research It is expected that the successful candidate will make an energetic contribution to

Department of English **University of Toronto**

Assistant Professor Gay/Lesbian, Queer Theory & Literature

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in Gay/Lesbian, Queer Theory and Literature. A sub-field is also particularly valuable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area. Duties consist of research, undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to **Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1.** Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2002. Applications arriving after **17 November 2001** may be too late. Canadian citizens and Permanent residents will be considered first. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

ASSISTANT PROFESSOR, CAENORHABDITIS ELEGANS NEUROBIOLOGY, BIOTECHNOLOGY LABORATORY THE UNIVERSITY OF BRITISH COLUMBIA

The Biotechnology Laboratory invites applications for a tenure-track faculty position at the level of Assistant Professor in the area of utilizing the nematode Caenorhabditis elegans as a model organism for the study of the nervous system.

The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology. The Biotechnology Laboratory is also an active partner in a major new initiative to develop genomic science in British Columbia. There are currently 12 faculty members conducting research in the Biotechnology Laboratory with 50 graduate students drawn from 10 different academic departments. The Biotechnology Laboratory provides an exceptionally supportive environment for new faculty and for the development of new research directions.

The successful candidate will have demonstrated success in studying nervous system structure, function and development using the nematode Caenorhabditis elegans as a model. They will be expected to establish a vigorous research program in molecular and genetic neurobiology and will be expected to participate in the Graduate Program in Neuroscience. Applicants should have a PhD in neurobiology/neurophysiology and at least 3 years postdoctoral experience in relevant research areas.

There are many opportunities for collaboration with other members of the Biotechnology Laboratory and with other units on campus, including the Caenorhabditis elegans Gene Knock-Out Facility. Several Networks of Centres of Excellence are represented at the University and a new Genome Sequence Centre has been established in Vancouver. The successful applicant will have access to state-of-the-art facilities for a wide range of studies in biotechnology and will play an integral role in expanding the University's strengths in molecular and genetic neurobiology.

Screening of applicants will begin November 15, 2001, and continue until the position is filled. Candidates should provide a bibliography, a current curriculum vitae, a description of proposed research and interests, and the names and addresses of three referees to:

Dr. Philip Hieter, Director
Biotechnology Laboratory
University of British Columbia
6174 University Blvd., Room 237
Vancouver, BC V6T 1Z3 Canada
Fax: 604-822-2114, e-mail: biotinfo@interchange.ubc.ca

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applicants must identify citizenship and/or immigration status. In order to address under representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or abonginal applicant with exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

the undergraduate programme and, either immediately or very soon to the graduate programme, as well as developing a productive programme of research. Salary will depend on qualifications and experience. A letter of application, Curriculum Vitae and a sample of the applicant's written work (no longer that 25pp.), should be sent to: Professor Kim Ian Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax: 416-736-5412. Additionally, candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should reach the Chair by 1 November 2001. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of English welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, please call the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position.

YORK UNIVERSITY — The English Department in the Faculty of Arts invites applications for a contractually limited position at the Assistant Professor level. The position offered is a three-year decanal replacement position with specialization in Canadian Literature. Demonstrable expertise in post-1960 prose fiction a considerable asset. Secondary expertise in poetry or life-writing and in post-colonial approaches an asset. Duties include a large-lecture course in Modern Canadian Fiction and two other full-year courses in area(s) of specialization. The appointment is subject to budgetary approval by the University. Qualifications include PhD in English Literature with specialization in Canadian and demonstrable excellence in teaching. Salary will depend on experience and qualifications. A letter of application, along with curriculum vitae and a sample of the candidate's written work (no longer than 25pp.) should be sent to Professor Kim Ian Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax: (416) 736-5412. Candidates should also arrange to have letters of reference from three referees sent to the above address. Applications should be received by 15 November 2001. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Department of English welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, please call the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

YORK UNIVERSITY — Applications are invited for a tenure-stream appointment in the Department of English, Faculty of Arts at York University commencing 1 July 2002. The position offered is in Twentieth-Century Drama, at the level of Assistant Professor. The successful candidate will have demonstrable expertise in Twentieth-Century British and/or American Drama, and significant university teaching experience. We especially encourage candidates with practical theatrical experience and a demonstrable engagement with sociological approaches to the study of drama. The appointment is subject to budgetary approval by the University. Qualifications include a PhD in Drama or in English Literature with specialization in Drama, and demonstrable excellence in both teaching and research. It is expected that the successful candidate will undertake immediately large-lecture undergraduate introductory or Twentieth-century survey courses in drama survey and, either immediately or very soon, contribute to the graduate programme, as well as co-ordinate her/his programme of research with that of the Canada Research Chair in Culture and Performance. Salary will depend on qualifications and experience. A letter of application, Curriculum Vitae and a sample of the applicant's written work (no longer that 25pp.) should be sent to: Professor Kim Ian Michasiw, Chair, Department of English, York University, 4700 Keele Street, Toronto, Ontario, M3J 1P3, Fax: 416-736-5412. Additionally, candidates should arrange for letters of recommendation from three referees to be sent directly to the above address. Applications should reach the Chair by 1 November, 2001. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of English welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. If additional assistance is required, please call the Affirmative Action Office at (416) 736-5713. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

UNIVERSITY OF TORONTO AT SCARBOROUGH — The English Department invites applications for a tenure-stream position: Assistant Professor, Department of English Qualifications: PhD in English with specialization in American Literature. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in American Literature. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both Salary commensurate with experience and qualifications. Send applications and c.v. to Prof. Elizabeth Cowper, Chair, Division of Humanities, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, ON, Canada M1C 1A4 Have 3 letters of reference (or dossier) and graduate transcripts sent directly to Division as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2002. Applications arriving after 1 November 2001 may be too late. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THE UNIVERSITY OF OTTAWA — The Department of English announces the opening of a full-time, tenure-track position in Romantic Literature at the Assistant Professor level, starting July 1st 2002. Qualifications will include a completed PhD and demonstrated strength in teaching and publication. Salary is commensurate with qualifications and experience, and in accordance with the University's Collective Agreement. Equity is a University policy. The University strongly encourages applications from women. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Send curriculum vitae, transcripts, one writing sample, and have three letters of reference forwarded before December 1st, 2001 to: Keith Wilson, Chair, Department of English, University of Ottawa, Ottawa, Ontario, Canada K1N 6N5

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Twentieth Century Literature. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

SIMON FRASER UNIVERSITY — The Department of English invites applications for up to three (3) tenure-track appointments at the rank of Assistant Professor, or, for one position, Associate Professor. Effective September 1, 2002. 1. Modern Drama 2. 19th Century British Literature, especially 1780–1850. A strength in Print Culture Studies would be an asset to this position. 3. Contemporary Canadian Literature. A strength in First Nations literatures and/or Post-colonial Theory would be of interest for this position. Candidates must hold a PhD or be near completion. Preference will be given to candidates with demonstrated strengths in teaching and research. Applicants should submit a detailed letter of application, a curriculum vitae, a transcript of academic record, a sample of their scholarly writing, and ask three referees to send letters to: Dr. Paul Delany, Chair, Department of English, Simon Fraser University, 8888 University Drive, Burnaby, BC V5A 1S6. The closing date for applications is November 30, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. These positions are subject to budgetary approval.

McMASTER UNIVERSITY — The Department of English and the Women's Studies Programme jointly invite applications for a tenure-track joint appointment in the areas of Early Modern Literature and Gender Theory (including Queer Theory) at the Assistant Professor level to commence July 1, 2002. The successful candidate will have a PhD and demonstrated excellence in research and teaching. The successful candidate's institutional home will be in the Department of English, the Department in which tenure, if awarded, will be held, but her/his duties will include teaching, research, and committee responsibilities in undergraduate and graduate English programmes and in the undergraduate Women's Studies programme. Interest and previous participation in interdisciplinary teaching or research will therefore be an asset. The current minimum salary floor for Assistant Professor is $43,662. Applications, including curriculum vitae, transcripts, a writing sample (25 pages maximum), and letters from three academic referees should be addressed to: Donald C. Goellnicht, Chair, Department of English, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4L9, (charreng@mcmaster.ca) Application deadline November 15, 2001. For further information about the Department of English, see www.humanities.mcmaster.ca/~english/enghome.htm. For further information about the Women's Studies Programme, see www.humanities.mcmaster.ca/~womenst. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English seeks to fill a tenure-track position in British Romantics and early 19th C literature at the rank of Assistant Professor beginning 1 July 2002. The successful candidate will have broad interests in the literature and culture of the period with the intellectual breadth and flexibility that the Department needs as it moves in new directions. Interdisciplinary interests and Humanities computing skills will be assets. The requirements are a completed PhD, a strong commitment to scholarship reflected in published and active research, and some teaching experience at the post-secondary level. The position is subject to funding, and salary will be commensurate with qualifications and experience. With their letter of application, applicants should send a current c.v. and an example of research publication, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2001. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

QUEEN'S UNIVERSITY — The Department of English regrets to announce that its recently advertised opening in Medieval Literature has been frozen because of budgetary constraints. All other searches will continue as advertised.

QUEEN'S UNIVERSITY — English. Applications are invited from qualified candidates who wish to be nominated by the Department of English for a Canada Research Chair (either tier I or II). The area in which English Department candidates will be competing is "Society, Culture, and Human Behavior." Candidates should have an outstanding record of research. A full application should include a CV, three letters of reference (or dossier), a brief statement of current and prospective research interests, and a statement regarding teaching experience and interests. Application material and letters of reference should be sent to Dr. Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario, Canada K7L 3N6 by 14 January 2002. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality.

McGILL UNIVERSITY — The DB Area of McGill University's Faculty of Management invites applications for a mid-career individual to fill a tenured position at the associate/full level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, to mentor junior faculty, and to conduct a sustained, high quality research program. He/she will also be expected to help provide leadership and direction in the DB Area and with the development, organization and teaching of core OB/HRM courses. Elective courses and research may be within any domain of OB/HRM. The ideal candidate will have an interesting and innovative research agenda, a strong record of publication in top journals, and evidence of effective teaching. McGill is committed to employment equity and welcomes applications from all qualified applicants in accordance with Canadian immigration requirements, this announcement is directed in first instance to Canadian citizens and permanent residents. To ensure consideration, materials should be received by November 15, 2001. Send application materials, including vita, examples of recent research, teaching evaluations and 3 letters of reference to: Professor Suzanne Gagnon, DB Recruiting Coordinator, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 1G5 Phone: 514-398-5820; E-mail: Sgagnon@Management.McGill.Ca

McGILL UNIVERSITY — The DB Area of McGill University's Faculty of Management invites applications for an individual to fill a tenure-track position at the assistant level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, and to conduct a sustained, high quality research program. He/she will also be expected to help in the development, organization and

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of English invites applications for a tenure-track Assistant Professor in Discourse Studies with special interest in one or more of the following areas. Genre Theory, Pragmetics, Stylistics, Composition Theory, and Communication Theory. The successful candidate will be expected to teach core courses in the department's Language Program. Applicants must have a PhD, publications and strong evidence of active research, and some experience teaching at the post-secondary level. This position is subject to funding, and salary will be commensurate with qualifications and experience. Applicants should submit a letter of application with their current CV, including email address, telephone numbers, clear indication of citizenship, and an example of their published research, and should arrange for three letters of reference to be forwarded to Dr. Sherrill Grace, Head, Department of English, University of British Columbia, 397-1873 East Mall, Vancouver, BC, V6T 1Z1. Complete applications must be received by 15 November 2001. Position start date: 1 July 2002. The UBC English Department includes 53 tenure-stream faculty, plus full-time sessionals and teaching assistants. It has a large and active Graduate Program, an Honours program, a large Major Program in Literature, a Major in Language, and a First Year Program. Faculty and students are encouraged in their wide disciplinary and interdisciplinary interests. Please consult the Department WEB site for details on our programs, faculty, and activities: www.english.ubc.ca In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/immigration status. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

QUEEN'S UNIVERSITY — English. Applications are invited from qualified candidates who wish to be nominated by the Department of English for a Canada Research Chair (either tier I or II). The area in which English Department candidates will be competing is "Society, Culture, and Human Behavior." Candidates should have an outstanding record of research. A full application should include a CV, three letters of reference (or dossier), a brief statement of current and prospective research interests, and a statement regarding teaching experience and interests. Application material and letters of reference should be sent to Dr. Paul Stevens, Head, Department of English, Queen's University, Kingston, Ontario, Canada K7L 3N6 by 14 January 2002. Queen's University is committed to employment equity and welcomes applications from all qualified men and women, including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. Canada Research Chairs are open to individuals of any nationality.

McGILL UNIVERSITY — The DB Area of McGill University's Faculty of Management invites applications for a mid-career individual to fill a tenured position at the associate/full level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, to mentor junior faculty, and to conduct a sustained, high quality research program. He/she will also be expected to help provide leadership and direction in the DB Area and with the development, organization and teaching of core OB/HRM courses. Elective courses and research may be within any domain of OB/HRM. The ideal candidate will have an interesting and innovative research agenda, a strong record of publication in top journals, and evidence of effective teaching. McGill is committed to employment equity and welcomes applications from all qualified applicants in accordance with Canadian immigration requirements, this announcement is directed in first instance to Canadian citizens and permanent residents. To ensure consideration, materials should be received by November 15, 2001. Send application materials, including vita, examples of recent research, teaching evaluations and 3 letters of reference to: Professor Suzanne Gagnon, DB Recruiting Coordinator, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 1G5 Phone: 514-398-5820; E-mail: Sgagnon@Management.McGill.Ca

McGILL UNIVERSITY — The DB Area of McGill University's Faculty of Management invites applications for an individual to fill a tenure-track position at the assistant level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, and to conduct a sustained, high quality research program. He/she will also be expected to help in the development, organization and

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QUEEN'S SCHOOL OF BUSINESS

QUEEN'S UNIVERSITY
Kingston, Ontario, Canada

Tenure Track Positions
Assistant, Associate or Full Professor levels

QUEEN'S SCHOOL OF BUSINESS is inviting applications for tenure track positions in Finance, Accounting (one in Financial and one in Management), International Business, Management Science, Strategy and Business Policies, Marketing and Operational Behaviour/Human Resources (Assistant, Associate or Full Professor levels).

QUALIFICATIONS
Candidates must have a PhD or be near completion. Applicants must exhibit high potential for innovative scholarly research and for outstanding teaching contributions in support of the School's various programs.

COMPENSATION
Salary will be commensurate with qualifications and experience. Appointees have access to substantial internal funds both for research and course development through Queen's School of Business Research Program and the Dean's Development Fund.

INSTITUTION
Queen's School of Business has an outstanding reputation in its academic programs. For an unprecedented four consecutive years Queen's MBA for Science & Technology has been ranked Canada's number one MBA program by Canadian Business Magazine. Our flagship program, the Commerce program, has the highest undergraduate entrance standards of all Canadian universities. Queen's innovative Executive MBA was the first in Canada to use videoconferencing. Queen's has received unconditional accreditation for all programs by the International Association for Management Education (AACSB).

Queen's has consistently ranked among the nation's top universities and in addition to its outstanding teaching programs, houses a vast array of research centers and policy institutions, which have made major contributions to both public and private sectors. The learning environment at Queen's is supported by outstanding library and computing facilities.

THE CITY
Kingston, Ontario is a unique Canadian city featuring a distinctive blend of history, recreation, industry and learning. Greater Kingston was recently voted one of the best communities in which to live in Canada, by the Report on Business, Chatelaine and the Imperial Oil Review.

This is an international search, open to candidates of all nationalities. However, in accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents. Queen's University is committed to employment equity and welcomes applications from all qualified women and men; including visible minorities, aboriginal people, persons with disabilities, gay men and lesbians. The appointments are subject to final budgetary approval.

The effective date of the appointment will be July 1st, 2002, but is flexible. Applicants should submit a cover letter, current C.V., three letters of recommendation and a sample publication, thesis proposal or completed thesis, preferably by email to: deansoffice@business.queensu.ca, or by mail to:

Thomas Anger, Associate Dean
Queen's School of Business, Queen's University
Dunning Hall – Rm. 140
Kingston, Ontario K7L 3N6

www.business.queensu.ca

Department of Management and the Joseph L Rotman School of Management
University of Toronto

Assistant Professors
Accounting & Marketing

University of Toronto at Mississauga, Department of Management and the Joseph L Rotman School of Management invites applications for two tenure-stream positions; one in Accounting and one in Marketing at the level of Assistant Professor, beginning July 1, 2002. Applications showing a specialist interest in Information/Information Technology would be particularly welcomed. Demonstrated excellence in research and teaching is sought. Candidates should have a PhD in Accounting or Marketing on appointment (or soon thereafter). The successful candidate will teach undergraduate and graduate courses in accounting or marketing (or, in addition, information technology/information systems if he or she has the necessary expertise). Other teaching and research interests are open.

The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

The deadline for submissions of applications is: Marketing **November 30, 2001**, Accounting **January 15, 2002**.

Applications should include a Curriculum Vitae, and evidence of excellence in research and teaching. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to:

Social Sciences Division
University of Toronto at Mississauga
3359 Mississauga Road North
121 Kaneff Centre
Mississauga, Ontario Canada L5L 1C6

teaching of core OB/HRM courses. Elective courses and research may be within any domain of OB/HRM. The ideal candidate will have a record of publication in top journals and/or clear promise of pursuing an interesting and innovative research agenda plus evidence of effective teaching. McGill is committed to employment equity and welcomes applications from all qualified applicants. In accordance with Canadian immigration requirements, this announcement is directed in first instance to Canadian citizens and permanent residents. To ensure consideration, materials should be received by November 15, 2001. Send application materials, including vita, examples of recent research, teaching evaluations and 3 letters of reference to: Professor Suzanne Gagnon, OB Recruiting Coordinator, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 1G5. Phone: 514-398-5820, E-mail: Sgagnon@Management.McGill.Ca Please send invoice to: Faculty of Management, R476, 1001 Sherbrooke St., West, Montreal, QC H3A 1G5, attn: Suzanne Sellitto.

UNIVERSITY OF TORONTO AT MISSISSAUGA (ERINDALE COLLEGE) — English. Applications are invited for a tenure-stream position, Assistant Professor, Department of English, Erindale College, University of Toronto. PhD and evidence of excellent teaching required. Area of specialization: Literature before 1500, and qualified to teach courses in that area at undergraduate and graduate levels. Secondary field, particularly in those areas with existing college programs — Theatre and Drama, Women and Gender, Culture and Communications — would be strongly preferred. Duties will include research and teaching in area of specialization. Salary commensurate with qualifications. Applications, including a complete dossier, a writing sample, and at least 3 letters of reference, should be sent to Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1. Appointment commences 1 July 2002. Applications arriving after November 30, 2001 may be too late. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

McGILL UNIVERSITY — The Department of English invites applications for a tenure-track position at the rank of Assistant Professor to begin on September 1, 2002, in the area of Cultural Studies and Cultural Theory, with a concentration in film/cinema studies, for a department with strengths in media studies (see website below for more details on curriculum). Solid theoretical grounding required. PhD is required. Some teaching experience and a knowledge of French are assets. Evidence of scholarly promise is a major consideration. Candidates should be prepared to offer a variety of undergraduate courses and upper year seminars. The teaching load is 12 credits per academic year. Information about the Department's programs and courses may be found on our website: http://www.arts.mcgill.ca/programs/english/english.html. Complete applications including a curriculum vitae, three letters of recommendation, and a brief writing sample should arrive no later than November 15th. Applicants who wish to receive an acknowledgement should include a stamped, self-addressed postcard. In accordance with Canadian and Quebec immigration requirements, this advertisement is directed first to Canadian citizens and permanent residents. McGill University is committed to equity in employment. Please address applications to: Professor Maggie Kilgour, Chair, Department of English, McGill University, 853 Sherbrooke St. W., Montreal, Quebec, Canada H3A 2T6.

THE UNIVERSITY OF WATERLOO — Applications are invited for three tenure track positions in the Department of English at the assistant professor level. We are interested in candidates with expertise in any of the following areas: Canadian Literature, Post Colonial Literatures and Theory, the periods of British Literature 1700–1900. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca). Salary negotiable. Two appointments effective 1 July 2002, one effective 1 January 2003. Send resumes, transcripts, writing samples, and letters of reference no later than 30 November 2001 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

THE UNIVERSITY OF WATERLOO — Applications are invited for a tenure track position in the Department of English at the assistant professor level in Writing and Rhetoric. We are interested in candidates who can contribute to any of our major undergraduate or graduate program areas: composition, discourse analysis, multimedia theory and design, professional writing, rhetoric and semiotics. Candidates with expertise in any aspect of professional writing are especially encouraged to apply. The department offers distinctive undergraduate and graduate programs (M.A. and PhD) in Literature, Language, Rhetoric, and Professional Writing (see http://www.uwaterloo.ca) Salary negotiable. Appointment effective 1 July 2002. Send resumes, transcripts, writing samples, and letters of reference not later than 3 January 2002 to Dr. Murray Mc Arthur, Chair, Department of English, University of Waterloo, Waterloo, Ontario N2L 3G1. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. The appointment is subject to the availability of funds.

ENGLISH AS A SECOND LANGUAGE

CONCORDIA UNIVERSITY — Faculty of Arts & Science has one tenure-track position available for a candidate to teach in its TESL Centre. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

ENVIRONMENTAL SCIENCE

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Great Lakes Institute for Environmental Research as an Environmental Modeler commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: October 26/01. Contact: Dr. Brian J Fryer, Acting Director, Great Lakes Institute for Environmental Research (GLIER), University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3750, Fax: 519.971.3616; E-Mail: bfryer@uwindsor.ca.

ÉTUDES FRANÇAISES

L'UNIVERSITÉ CONCORDIA — La Faculté des arts et des sciences de annonce la création probable d'un poste, orienté vers la didactique et le multimedia. Veuillez fire l'annonce pleine page publiée dans ce numéro ou visitez notre site Web: http://artsandscience.concordia.ca/internet/jobs.cfm.

L'UNIVERSITE DE TORONTO — Le département d'études françaises sollicite des candidatures pour un poste de professeur(e) adjoint(e) menant à la permanence ou professeur(e) agrégé(e) en littérature française du vingtième siècle. Description du poste: Enseignement dans les programmes du département aux trois cycles, encadrement d'étudiant/d'étudiantes de 2e et de 3e cycles. Exigences: doctorat en littérature française du vingtième siècle; spécialisation en littérature française de l'Hexagone; intérêt marqué pour le roman, solide formation théorique; excellente connaissance de la langue française; expérience de l'enseignement du français langue seconde et expérience de la recherche universitaire en littérature française du vingtième siècle; dossier de publications et aptitude au travail en équipe. Traitement: selon expérience et qualifications. Date d'entrée en fonction: 1er juillet 2002. Prière de faire parvenir un c.v., vos publications et trois lettres de recommandation (envoyées directement des répondants) avant le 30 novembre 2001 à Madame Janet M Paterson, directrice département d'Études françaises, Université de Toronto, Odette Hall, 50 rue St. Joseph, Toronto, Ontario, M5S 1J4. L'Université de Toronto offre la possibilité d'enseigner, de faire de la recherche et de vivre dans une des villes les plus cosmopolites au monde. L'Université de Toronto respecte une politique d'équité en matière d'emploi et encourage les candidatures de femmes, de personnes d'origine autochtone, de membres de minorités visibles et de personnes handicapées, ainsi que toute autre personne ayant les titres et les qualifications exigés. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents.

EXERCISE SCIENCE

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available, one in Athletic Therapy and the other in Physical Exercise Physiology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

FAMILY STUDIES

THE UNIVERSITY OF BRITISH COLUMBIA — Applications are invited for an Assistant or Associate Professor, tenure stream position. Doctoral degree in Family Studies or a related discipline required. Major criteria in selection will be demonstrated excellence in research, the potential to develop a program of quantitative research, and demonstrated ability and interest in high quality teaching. The successful candidate will be expected to teach undergraduate and graduate courses preferably on family dynamics and/or marital interaction and on the statistical analysis of family data. The Family Studies undergraduate and MA graduate programs take a non-clinical family developmental, life span approach. Doctoral studies are offered currently through the university's interdisciplinary graduate program. In 1999 the Social Work and Family Studies programs were administratively merged to create the new School of Social Work and Family Studies. Faculty members cooperate and participate in research, development of courses, and administrative responsibilities. The School is housed in a recently constructed building with teaching and research facilities. Closing Date: November 20, 2001 or until a suitable candidate is found. Applications and curriculum vitae for the position, together with the names of three references, should be forwarded as soon as possible to: Graham Riches, Director, School of Social Work and Family Studies, University of British Columbia, 2080 West Mall, Vancouver, B.C. V6T 1Z2, Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Subject to final budgetary approval, the appointment will begin July 1, 2002 or as soon thereafter as approval is received. Please check the School's web page for updates and further information: www.swfs.ubc.ca

FINANCE

SAINT MARY'S UNIVERSITY — The Frank H. Sobey Faculty of Commerce is widely recognized for the quality of its Management Education. The largest Business School in Atlantic Canada, the Faculty boasts over 2300 full-time and part-time students registered in the undergraduate commerce program, over 250 in the MBA program, and more than 50 students in its flourishing Executive MBA program. The Faculty launched the first PhD program in Business Administration in Atlantic Canada in June of 2000. Our curriculum and a tradition of excellence in teaching and research are hallmark achievements of our sixty plus diverse and dynamic faculty. The Frank H. Sobey Faculty of Commerce invites applications for a tenure-track position in finance at the Assistant Professor level. Candidates should have a PhD in hand, or expect completion by December 2002. All areas of specialty in finance will be considered. Teaching will be at both undergraduate and MBA levels, and research is strongly encouraged and rewarded. Resources include access to COMPUSTAT, Global Vantage, TSE/Western Database, TAQ, Datastream and FRI Database. Applications should contain a curriculum vitae, three letters of reference, teaching evaluations, and copies of one or two recent research papers. Forward all documents to Dr. Milton Chew, Chair, Finance and Management Science Department, Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, Canada, B3H 3C3, Fax: 902-496-8101. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity and encourages applications from all qualified candidates including Aboriginal people, visible minorities, persons with disabilities and women. Applications will be considered until the positions are filled.

FINE ARTS

UNIVERSITY OF TORONTO AT MISSISSAUGA Erindale College — Applications are invited for a tenure-stream position, Open Rank, Department of Fine Art, Erindale College, University of Toronto. PhD and experience and excellence in teaching required. Area of specialization: History and theory of photography/new media. Area of competence: contemporary art and theory. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Erindale Campus (including in the Visual Culture and Communication program in the new Centre for Communication, Culture, and Information Technology), and graduate courses in the Department of Fine Art at the St. George Campus of the University of Toronto. Salary commensurate with qualifications. Applications, including a c.v., writing samples, and at least three letters of reference, should be sent to the Chair, Department of Fine Art, University of Toronto, 100 St. George Street, Toronto, Ontario M5S 1A1, Canada. Application deadline: 15 January, 2002. Appointment commences 1 July 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

FRENCH

SIMON FRASER UNIVERSITY — The Department of French invites applications for a tenure-track position at the rank of Assistant Professor, effective September 1, 2002. This position is subject to budgetary approval. Qualifications: PhD in Linguistics and/or Applied Linguistics with specialization in the study of French and the teaching/acquisition of French as a second language. Record of or demonstrated potential for excellence in research and scholarly publication. Total fluency in oral and written French and English. Preference will be given to candidates who: a) maintain an active research program in linguistics as it relates to language teaching and can participate in joint research projects in Applied Linguistics; b) are familiar with recent developments in computer-assisted language teaching and learning; c) have a strong record of effective teaching at the university level (experience in teaching graduate courses would be an asset). Competence in at least one of the following fields: translation, pragmatics, discourse analysis, would be desirable. Responsibilities: the successful candidate will be expected to teach courses in French language, linguistics and applied linguistics at the undergraduate and research program resulting in scholarly publications, participate in departmental, university and community affairs. Applicants should submit a curriculum vitae, a statement of teaching and research interests, copies of major publications, and the names of at least three referees, to be sent to: Chair, Department of French, Simon Fraser University, 8888 University Drive, Burnaby BC V5A 1S6, Canada, by November 15, 2001. Applicants should consult the web page for information about the department at: www.sfu.ca/french/. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in the area of French as a Second Language and Francophone Literature at the rank of assistant professor commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: November 1/01. Contact: Dr. Veronica Fraser, Chair, French Studies, Languages, Literatures and Cultures, University of Windsor, Windsor, ON, N9B 3P4, Tel 519.253.3000, Ext. 2062, Fax: 519.971.3648; Email: vfraser@uwindsor.ca

GEOGRAPHY

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Geography is seeking a (tenure-track) faculty member at the level of Assistant or Associate Professor probationary in the area of Development Geography. We seek an outstanding individual with demonstrated commitment to excellence in research and teaching in development studies with an emphasis on some combination of conceptual perspectives on international development, development policy and/or cross-cultural research methods in applying these concepts, candidates should have interests in social, economic, demographic, cultural or environmental impacts of development. Established contact with government agencies, the private sector and non-governmental organizations and a geographic focus on Latin America or Africa are desirable attributes. The candidate must have a PhD and have a record of scholarly activity. The candidate should be capable of supervising graduate student research, teaching graduate and undergraduate students, and conducting research. The appointment will be effective July 1, 2002 and is subject to final budgetary approval. Salary will be commensurate with experience. Further information about the Department may be found at www.uwo.ca/geog.

SIMON FRASER UNIVERSITY

FACULTY POSITIONS
IN BUSINESS ADMINISTRATION

The Faculty of Business Administration at Simon Fraser University invites applications for tenure-track appointments in: • MANAGEMENT INFORMATION SYSTEMS • FINANCE • MANAGERIAL ACCOUNTING/FINANCIAL ACCOUNTING • MARKETING (new economy, e-commerce, new product marketing, strategy) • INTERNATIONAL BUSINESS (or IB and one other area) • MANAGEMENT OF TECHNOLOGY (project management, applied finance, supply chain management)

Ph.D. in hand or near completion required. RANK: Assistant or Associate. Successful candidates will have strong research and teaching abilities with established research programs in one of the areas above and an interest in teaching at the undergraduate, graduate and executive levels. START DATE: September 2002 or at a mutually agreed upon time.

In accordance with Canadian Immigration requirements, this announcement is directed, in the first instance, to Canadian Citizens and Permanent Residents. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. All positions are subject to budgetary approval.

Send curriculum vita and the names of three referees to:
Lindsay Meredith, Faculty of Business Administration
Simon Fraser University, 8888 University Drive
Burnaby, British Columbia V5A 1S6 CANADA

E-MAIL: meredith@sfu.ca FAX: 604-291-5833

The search will close on November 30, 2001 or when the positions have been filled.

www.sfu.ca www.bus.sfu.ca

ASSISTANT PROFESSOR, BIOLOGICAL ENGINEERING
BIOTECHNOLOGY LABORATORY
THE UNIVERSITY OF BRITISH COLUMBIA

The Biotechnology Laboratory invites applications for a tenure-track faculty position at the level of Assistant Professor in the area of biological engineering. The position will have cross appointment in the Department of Chemical and Biological Engineering.

The Biotechnology Laboratory is an interdisciplinary facility established ten years ago at the University of British Columbia by Nobel Laureate Michael Smith. Its mandate is to foster the development of biotechnology through an interactive approach to problems in human, animal, plant and forest biotechnology. The Biotechnology Laboratory is also an active partner in a major new initiative to develop genomic science in British Columbia. There are currently 12 faculty members conducting research in the Biotechnology Laboratory with 50 graduate students drawn from 10 different academic departments. The Biotechnology Laboratory provides an exceptionally supportive environment for new faculty and for the development of new research directions.

The successful candidate will have demonstrated success in collaborative research between engineering and biology. They will be expected to establish a vigorous research program in biomedical engineering or biotechnology. We will consider applicants in a broad range of areas including bioprocessing, biomaterials, tissue engineering, cellular therapy, biomedical modeling, metabolic engineering as well as the bioengineering of gene therapy, genomics and proteomics. Investigators with experience in bioinformatics are encouraged to apply. He/She will be expected to participate in the education of students in the Department of Chemical and Biological Engineering at the undergraduate and/or graduate level. Applicants should have a Ph.D. in Chemical Engineering or a closely related field and have excellent teaching and communications skills. Relevant industrial experience and eligibility for registration as a Professional Engineer would be assets.

There are many opportunities for collaboration with other members of the Biotechnology Laboratory and with other units on campus. Several Networks of Centres of Excellence are represented at the University and a new Genome Sequence Centre has been established in Vancouver. The successful applicant will have access to state-of-the-art facilities for a wide range of studies in biotechnology and will play an integral role in expanding the University's strength in biological engineering.

Screening of applicants will begin November 15, 2001, and continue until the position is filled. Candidates should provide a bibliography, a current curriculum vitae, a description of proposed research and interests, and the names and addresses of three references to:

Dr. Philip Hieter, Director
Biotechnology Laboratory
University of British Columbia
6174 University Blvd., Room 237
Vancouver, BC V6T 1Z3 Canada
Fax: 604-822-2114, e-mail: biotinfo@interchange.ubc.ca

UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Applicants must identify citizenship and/or immigration status. In order to address under representation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

The University of Western Ontario

Post-Doctoral Fellowship in Applied Quantitative Analysis and/or Social Cohesion, Department of Sociology

Candidates with an interest in applied quantitative analysis and/or issues in social cohesion are invited to apply for a Post Doctoral Fellowship. A one-year position is available for 2002-2003 with the possibility of renewal. Starting dates are flexible. Fellows will conduct research within an established, SSHRC-funded program of investigation.

Scholars with a PhD and a strong quantitative background in sociology, political science, economics, public health, epidemiology, political economy, statistics, or other social science should consider applying. Postdoctoral stipends range from $26,200 to $38,000 depending on experience and competence to pursue the research agenda. The deadline for applications is **February 1, 2002**

Applicants should include a curriculum vitae, two letters of reference, a statement of research goals, and a sample of written work. Please submit completed applications to:

Dr. Jerry White
Department of Sociology
University of Western Ontario
London, Ontario N6A 5C2

Applicants should write to the Chair, Department of Geography, Faculty of Social Science, The University of Western Ontario, London, Ontario, N6A 5C2, enclosing their curriculum vitae that includes the names and contact information of three references. Closing date for applications is December 31, 2001. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF TORONTO — The Department of Geography and Programme in Planning, University of Toronto, invites applications for two positions commencing July 1st, 2002 in the following areas: 1) A tenure-stream position at the assistant professor rank in Urban Geography. We seek candidates with expertise in urban geography with special interests in social processes. The appointee would be expected to contribute to graduate teaching and supervision and undergraduate teaching in a combination of fields, including urban geography, population, social diversity, gender studies and immigration, as well as research methodology. The successful candidate will be expected to develop an externally funded research program. An interest in North American urbanization is essential. 2) A tenure-stream position at the assistant professor rank in Physical Geography. We seek candidates with expertise in geography with special interests in landscape processes and/or evolution with special interest in soil science or geomorphology. Modeling using a field and laboratory approach would complement the Department's considerable strength in these areas. The successful candidate will be expected to develop an externally funded research program and undertake graduate supervision and teaching. Teaching at the undergraduate level will be in both B.Sc. and B.A. programs. The successful candidates must have a PhD in geography or a closely related discipline, an established record of high quality scholarly research and publication, and a demonstrated commitment to teaching. Additional information on the Department can be obtained through the World Wide Web at http://www.geog.utoronto.ca/ In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. Candidates should send their curriculum vitae, statements of teaching specializations and research interests, copies of reprints, as well as arrange to have letters from three referees forwarded, by October 19th, 2001 Professor Joseph Desloges, Chair, Department of Geography & Program in Planning, University of Toronto, 100 St. George Street, 5th Floor, Sidney Smith Hall, Toronto, Ontario, Canada M5S 3G3. Please note that no email applications will be accepted.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Urban Geography and Public Policy. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/inte met/jobs.cfm

THE UNIVERSITY OF REGINA — The Department of Geography invites applications for a tenure-track position in Remote Sensing, Resource Management and Geographic Information Systems at the Assistant Professor level, beginning January 1, 2002. The successful candidate will be required to teach a combination of introductory as well as advanced courses in his or her areas of expertise. Descriptions of the Department's programs are available upon request (306-585-4222), or from the University of Regina website http://www.uregina.ca/arts/geography. Candidates should have a PhD in Geography or ABD, and be able to contribute to the Department's undergraduate and graduate programs. Applicants should submit a curriculum vitae and arrange for the forwarding of three letters of reference and transcripts to: Dr. K. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, Saskatchewan, S4S 0A2 (fax 306-585-5368). Closing date for applications is November 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. The University of Regina is committed to employment equity.

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Geography. Applications are invited for four tenure-track positions at the Assistant Professor level. We seek outstanding candidates who will complement existing strengths and interests in the department and on campus. Candidates should have demonstrated achievement and high promise in research, and a strong commitment to excellent teaching. All appointments will be effective 1 July 2002. Applicants should submit a letter of interest, a curriculum vitae, and the names and e-mail addresses of four referees. All correspondence and inquiries should be directed to the appropriate committee chair indicated below. a) The Human Geography of Asia: our appointee will be expected to maintain an active research program in the region, and to teach introductory and more specialized courses on the area. Please submit applications in hard copy to Dr. David Edgington, Chair, Human Geography of Asia Search Committee. b) The Human Geography of Continental Europe: our appointee will be expected to maintain an active research program in the region, and to develop and teach courses at several levels. We are open to applications from all sub-specialties of geography, and from those with a PhD in a related discipline. Please submit applications in hard copy to Dr. Trevor Barnes, Chair, Human Geography of Continental Europe Search Committee. c) Population/Health Geography-GIS: candidates should be able to contribute to our teaching programs in human/environmental geography and GIS, and will be expected to develop research and teaching programs in their specialty. Please submit applications in hard copy to Dr. Ian McKendry, Chair, Population/Health Geography-GIS Search Committee. d) Urban Geography: we invite applications from a range of specializations, such as urban environmental quality, the political geography of cities, social issues and social processes, urbanisation in the developing world, urban transportation, and policy issues related to urban development. Other areas of urban expertise are also welcome. The successful candidate will contribute to undergraduate and graduate teaching in urban geography, including active involvement in the urban studies concentration in the Faculty of Arts. Please submit applications in hard copy to Dr. David Ley, Chair, Urban Geography Search Committee. The deadline for receipt of applications, in all cases, is 1 December 2001. All positions are subject to final budgetary approval. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. Additional information on the Department can be found at http://www.geog.ubc.ca. All applications should be addressed to the relevant committee chair at the Department of Geography, The University of British Columbia, 1984 West Mall, Vancouver, BC, V6T 1Z2, Canada.

SIMON FRASER UNIVERSITY — The Department of Geography has a tenure track position available in Urban Geography, at the Assistant Professor level commencing on September 1, 2002. Applicants must have completed a PhD by time of appointment and demonstrate clear promise of excellence in research as well as effectiveness in teaching at the undergraduate and graduate levels. An application, including statement of interest, curriculum vitae and the names of three referees, should be sent to Dr. A.M. Gill, Chair, Department of Geography, Simon Fraser University, 8888 University Drive, Burnaby, British Columbia, Canada V5A 1S6 by December 14, 2001. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. Simon Fraser University is committed to the principle of equity in employment and offers equal opportunities to qualified applicants. The position is subject to budgetary approval.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track faculty position in the Faculty of Education in the area of Social Science, particularly Geography, commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of application: October 31/01. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519. 253.3000, Ext. 3801; Fax: 519 971.3612; Email: progers@uwindsor.ca

GERMANIC STUDIES

THE UNIVERSITY OF VICTORIA — The Department of Germanic and Russian Studies, invites applications for a tenure-track position in Germanic Studies, commencing 1 July 2002. Applicants should have a PhD in Germanic Studies (or be near completion), possess native or near-native speaking ability in German and be able to teach undergraduate and graduate students in the literature and culture of the eighteenth and nineteenth centuries. A commitment to and proven ability in language teaching is essential, and a familiarity with CALL would be a definite asset. The successful applicant will also have a strong interest in German culture and film. Letters of application, CVs (including all university transcripts), and letters from three referees should be sent by 31 October 2001 to Dr. Rodney Symington, Chair, Department of Germanic and Russian Studies, University of Victoria, P.O. Box 3045, STN CSC, Victoria, B.C. V8W 3P4 Email: german@uvic.ca Web: http://web.uvic.ca/germen/. In accordance with Canadian immigration requirements, this advertisement is directed initially at Canadian citizens and permanent residents. Others are encouraged to apply, but are not eligible for appointment until a Canadian search has been completed and no appointment made. The University of Victoria is an employment equity employer and encourages applications from women, persons with disabilities, visible minorities, and aboriginal peoples.

GESTION

L'UNIVERSITÉ McGILL — Le secteur dans le comportement organisationel/gestion en ressources humaines de la faculté de gestion de l'Université McGill est à la recherche d'un professeur en milieu de carrière pour pourvoir un poste permanent au rang de professeur agrégé/titulaire. Le candidat retenu devra enseigner des cours au niveau des 1er, 2e et 3e cycles ainsi que des cours du programme de formation des cadres, diriger des étudiants de doctorat, encadrer des professeurs débutants et mener un programme de recherche de tout premier ordre. Il devra également assister au leadership et à l'orientation dans le secteur du CO et participer à l'élaboration, l'organisation et l'enseignement de cours de tronc commun de CO/GRH. Les cours au choix et le programme de recherche peuvent relever de n'importe quel domaine du CO/GRH. Le candidat idéal doit mener un programme de recherche intéressant et novateur, posséder une solide bibliographie de publications dans des revues savantes et être un excellent professeur. L'Université McGill souscrit à l'équité en matière d'emploi et invite les candidatures de toutes les personnes qualifiées. L'emploi du masculin sous-entend le féminin. Conformément à la législation canadienne en matière d'immigration, cette annonce s'adresse en premier lieu aux citoyens canadiens et aux résidents permanents. Pour être sûr que votre dossier sera pris en considération, celui-ci doit nous parvenir avant le 15 novembre 2001. Veuillez faire acte de candidature en annexant un curriculum vitae, des exemples de recherches récentes, des évaluations de vos enseignements et trois lettres de recommandation au professeur Suzanne Gagnon, coordonnatrice du recrutement CO, faculté de gestion, Université McGill, 1001, rue Sherbrooke ouest, Montréal (Québec) Canada, H3A 1G5. Téléphone: 514-398-5820, courriel: SgagnonR@Management.McGill.Ca.

L'UNIVERSITE McGILL — La faculté de gestion est à la recherche de candidats pour des termes limités dans le domaine des ressources humaines. Salaire est fonction des qualifications et de l'expérience des candidats. Les candidats choisis devront enseigner le cours de gestion des ressources humaines offert au niveau du baccalauréat en commerce. La date d'entrée en fonction est le 1er janvier, 2002. La faculté de gestion compte 65 professeurs à plein temps et offre des programmes de baccalauréat en commerce, de MBA et de PhD. Faites parvenir votre candidature à: Professeur Suzanne Gagnon, coordinatrice, ressources humeine/comportement organisationnel, Faculté de gestion, 1001, rue Sherbrooke ouest, Montréal, Québec, H3A 1G5, avant le 15 novembre 2001. Conformément à la réglementation canadienne en matière d'immigration, ces offres d'emploi s'adressent en priorité aux citoyens canadiens et aux résidents permanents. L'Université McGill souscrit à l'équité en matière d'emploi.

HEALTH

THE UNIVERSITY OF WESTERN ONTARIO — London Health Sciences Centre & St. Joseph's Health Care London invite applicants for Chair / Chief, Division of Orthopaedic Surgery. This dynamic division now delivers care on four sites within the city of London and will shortly merge onto three sites. The division has strong clinical and academic areas in orthoplasty, hand and upper limb, sports medicine, spine trauma and paediatrics with dedicated research personnel in the field of biomechanics and clinical trials. Currently, there are 18 members of this division performing a variety of specialized procedures in designated areas. The highly acclaimed training program at the graduate and postgraduate level is internationally recognized. The division seeks an individual surgeon with strong clinical, administrative and leadership skills. A solid research base or an understanding of its importance is essential. The successful candidate will be charged with facilitating the delivery of orthopaedic services within London throughout the restructuring process and maintaining the academic focus of the division. The academic appointment to the University of Western Ontario will be at either the Associate Professor or Full Professor level depending upon qualifications and experience. This is a dual position as Chair of the Division of Orthopaedic Surgery, Department of Surgery, The University of Western Ontario as well as Chief of Orthopaedic Surgery at the London Health Sciences Centre and St. Joseph's Health Care London. Candidates must hold an FRCSC, or equivalent, and be eligible for licensure in the Province of Ontario. Interested individuals should submit a letter of application, curriculum vitae and the names and addresses of three referees by November 15, 2001 to: Kenneth A. Harris, MD, FRCSC, Richard Ivey Professor and Chair, Department of Surgery, University of Western Ontario, c/o London Health Sciences Centre, 375 South Street, London ON, N6A 4G5 Canada. Positions are subject to budget approval. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal persons, and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITIES OF REGINA AND SASKATCHEWAN — Social Epidemiologist. Saskatchewan Population Health and Evaluation Research Unit, Inc. (SPHERU) is a new non-profit institute with faculty located at both the University of Regina and the University of Saskatchewan. SPHERU's mission is "...to be a centre of excellence in research which will create new knowledge and understandings of population health, contribute to health policy and planning, inform the public policy-process at all levels of government, incorporate a population health perspective into the education of health and human services professionals, and be a resource for public debate on population health." SPHERU is seeking a social epidemiologist for its University of Regina site. The candidate will have: a thorough knowledge of epidemiology and biostatistics methods, and how they can inform a greater understanding of the pathways between social and environmental conditions and human health; a solid knowledge of social and/or environmental theories that inform epidemiological investigations of population health determinants, and their interpretation/analyses of findings; experience in and a commitment to full-time research on population health determinants; interest in locating research within or alongside five developing SPHERU research programs; health impacts of economic and environmental globalization; health-determining social and environmental characteristics of local communities modifiable pathways linking multiple roles (i.e. parent, spouse, worker); gender, ancestry and health individual, family and community-level determinants of healthy childhood individual and community-level determinants of aboriginal health/well-being experience in and a commitment to collaborative research in an interdisciplinary setting (current SPHERU disciplines include social epidemiology, medical/health geography, anthropology, sociology and social work); a PhD and peer-reviewed publications. A background or experience in public health is an important additional asset. Subject to budgetary approval, the appointment will be for a five-year term at the Assistant/Associate Professor level, through the Faculty of Physical Activity Studies. About 20% of the time will be allocated to graduate student supervision, teaching, and service to the home department. Interested candidates are asked to submit a covering letter, outlining their personal research interests, a full CV, three letters of reference and a brief statement on why they are interested in collaborative, interdisciplinary research on population health determinants. Applications should be posted to the Director: Dr. Ronald Labonte, SPHERU, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan, S4S 0A2. Closing date is: November

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THE UNIVERSITY OF BRITISH COLUMBIA

KEIDANREN CHAIR IN JAPANESE RESEARCH

The Institute of Asian Research at the University of British Columbia invites applications for the position of Keidanren Chair in Japanese Research. This endowed chair is a tenure-track Assistant Professor position, although appointment at a higher rank may be made under exceptional circumstances. Applicants must have a PhD and excellent ability in teaching and research on Japan in one or more areas of basic or applied social, behavioral or policy sciences and/or humanities. Applicants must be able to conduct research in Japanese, and should be prepared to lead or collaborate in efforts to secure external research funding. The successful candidate will be expected to engage in teaching and research and to participate actively in the activities of the Centre for Japanese Research (CJR) in the Institute of Asian Research. The successful applicant will be expected to take up the appointment not later than July 1, 2002. This appointment is subject to budgetary approval.

The Institute of Asian Research (IAR) is a focal point at UBC for research on contemporary issues affecting socio-economic and political development in Asia. IAR promotes policy-relevant research that is informed by knowledge of local cultures. The Centre for Japanese Research at IAR was established to promote research on a wide variety of topics dealing with Japan and its relationship to the world community. More information on CJR and the Institute of Asian Research can be obtained from our website: http://www.iar.ubc.ca.

Inquiries and applications, including names and addresses of three referees, curriculum vitae, sample research materials and a summary of current and future research interests should be sent by **October 31, 2001** to:

Dr. Pitman Potter, Director
Institute of Asian Research
The University of British Columbia
1855 West Mall
Vancouver, B.C. V6T 1Z2 Canada

E-mail: potter@interchange.ube.ca
Fax: (604) 822-5207

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents. The University of British Columbia hires on the basis of merit and is committed to employment equity. All qualified persons are encouraged to apply.

PRESIDENT

Laurentian University

Laurentian University / Université Laurentienne

Laurentian University is committed to serving the needs of Northern Ontario and its English-language, French-language and First Nations communities, and to extending its student recruitment reach into other areas of Canada. New initiatives, such as the partnership with Lakehead University to develop medical education with a focus on rural and remote issues, will help to carve out its distinctive future. Please consult www.laurentian.ca for more information.

The President, who is Chair of Senate and a member of the Board of Governors, provides leadership and overall strategic direction for the operation of the academic and business affairs of the University. This is a challenging opportunity to enhance Laurentian's contributions to the educational, social, economic and cultural future of Ontario.

The ideal candidate, with fluency in French and English, is an individual who can mobilize others to excellence. By providing leadership in student recruitment, niche programming, increasing revenues from all sources, and community relations, the President will foster a positive, progressive academic environment, which is valued in the Ontario system and in which students, staff and faculty can take pride. Candidates may also be individuals of established national presence in public intellectual life, who understand and respect collegial governance, and are able to defend tenure, academic freedom and the role of the university.

In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents of Canada. Laurentian University is committed to equity in employment and encourages applications from all qualified applicants, including women, aboriginal peoples, members of visible minorities and persons with disabilities.

Should you want to learn more about this special opportunity,
call Libby Dybikowski, Lynn Penrod or Nancy Dean at (604) 913-7768 or forward your CV,
a letter of introduction and the names of three referees in confidence to
Provence Consulting, Suite 202 – 1555 Marine Drive, West Vancouver, BC V7V 1H9
Fax: (604) 913-8356, e-mail search@provenceconsulting.com
We will communicate with all who express interest.

Provence consulting inc.

30th, 2001. For additional information please contact either Dr. Ronald Labonte, SPHERU, University of Saskatchewan, Saskatoon, Saskatchewan S7N 5E5, Telephone: 306-966-2349 or Dr Ralph Nilson, Physical Activity Studies, University of Regina, Regina, Saskatchewan S4S 0A2, Telephone: 306-585-4876 Both universities are committed to employment equity In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

HEBREW LANGUAGE & LITERATURE

UNIVERSITY OF TORONTO — The Department of Near & Middle Eastern Civilizations invites applications for a tenure-stream Assistant Professorship in Biblical/Classical Hebrew Language and Literature. Applicants must hold the PhD degree and be able to teach undergraduate and graduate courses in Biblical Hebrew language and literature. The ability to place Biblical Hebrew in the historical and cultural context of the ancient Near East, and competence in other Semitic languages and/or Hellenistic Greek, are also desirable. The position is effective July 1, 2002 Applications will be considered by the Search Committee after November 1, 2001. Applicants are requested to send a covering letter, together with a curriculum vitae, and to arrange for three letters of reference to be sent directly to: Professor James Reilly Chair, Department of Near & Middle Eastern Civilizations, University of Toronto, 4 Bancroft Ave. Toronto, ON M5S 1C1 Canada. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

HISTOIRE

UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire du Canada contemporain. Préférence sera accordée aux candidats qui peuvent enseigner et diriger des recherches sur les nouvelles perspectives en histoire. Entrée en fonction: Le 1er juillet 2002. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en français. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence Rang: Professeur adjoint. Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: Le 1er décembre 2001. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

UNIVERSITÉ D'OTTAWA — Le département d'histoire annonce l'ouverture d'un poste menant à la permanence en histoire britannique, fin 18e–19e siècle de préférence. Les postulants devront pouvoir diriger des recherches en histoire britannique et offrir des survols en histoire européenne. Entrée en fonction: Le 1er juillet 2002. Exigences: Doctorat. La préférence sera accordée aux candidats qui possèdent des publications et de l'expérience dans l'enseignement. Dès son embauche, le candidat devra enseigner en anglais. L'aptitude à enseigner en français dans les plus brefs délais sera considérée comme un atout. L'aptitude à enseigner en anglais et en français est une condition exigée pour obtenir la permanence. Rang: Professeur adjoint. Salaire: Selon la convention collective. Prière de faire parvenir son curriculum vitae et trois lettres de recommandation au Secrétaire du Comité de sélection, Département d'histoire, Université d'Ottawa, Ottawa, Ontario, K1N 6N5. Date limite pour soumettre sa candidature: Le 1er décembre 2001. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents au Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi.

HISTORY

UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in British history, with preference to late 18th–19th century. Candidates must show ability to supervise research in British history as well as teach surveys in European history. Starting date: July 1st, 2002. Requirements PhD., publications and teaching experience preferred The candidate will be required immediately to teach in English Ability to teach in French in the near future is an asset The ability to teach In English and in French is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 1st, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity Is University policy.

UNIVERSITY OF OTTAWA — The Department of History invites applications for a tenure track position in the history of modern Canada Preference will be given to candidates who can teach and supervise research in new theoretical perspectives. Starting date: July 1st, 2002. Requirements PhD., publications and teaching experience preferred The candidate will be required immediately to teach in French. The ability to teach In English and in French is a condition of tenure. Rank: Assistant Professor. Salary: According to Collective Agreement. Applicants should submit a curriculum vitae and three letters of reference to the Secretary, Selection Committee, Department of History, University of Ottawa, Ottawa, Ontario, K1N 6N5. Deadline for applications: December 1st, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents in Canada. Employment equity is University policy

THE UNIVERSITY OF TORONTO — The Department of History invites applications for a tenure-track appointment at the rank of Assistant or Associate Professor in the field of Modern South Asian History, with particular emphasis on the History of Modern India. The appointment is effective 1 July 2002. Applicants must have completed a PhD and show promise of excellence in scholarly research, publication and teaching We seek candidates who have a broad grasp of the history of the Indian subcontinent from the classical period to the present, but with particular expertise and research interest in the 18th to the 20th centuries. Knowledge of at least one Indian language is essential, and an ability to pursue research and teaching in areas that cross regional boundaries is preferred. The appointee will be responsible for teaching undergraduate and graduate level courses in the field. Salary will be commensurate with experience. Applications and curriculum vitae should be sent to Professor Ronald W Pruessen, Chair, Department of History, University of Toronto, 100 St. George Street, Room 2074, Toronto, Ontario, Canada, M5S 3G3. Applicants should also ask three referees to write letters directly to Professor Pruesen. Applications will close on November 15, 2001. Canadian Citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

YORK UNIVERSITY — The Department of History (Arts) invites applications for a tenure-track position at the rank of Assistant Professor in the history of Blacks in the Americas. The geographical and temporal range of specialization is open but candidates must have the potential to develop an undergraduate course on the history of blacks in Canada and in other parts of North America. This appointment is intended to bolster curricular offerings in North American, Latin American, and Caribbean history. The appointment will commence 1 July 2002. Research qualifications include a completed PhD, or equivalent, and an ongoing program of research in the area of specialization. Candidates should show promise of excellence in teaching and in scholarly research and publication. Salary is dependent on qualifications and experience. In all of its appointments, the Department is keen to attract scholars who have an interest in one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should submit a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than November 26, 2001 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, (fax 416-736-5836). Canadian citizens and permanent residents will be considered first for this position. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racial/visible minorities, persons with disabilities and aboriginals in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self-identify. The Department of History welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be obtained by calling the Affirmative Action office at 416-736-5713. All positions at York are subject to budgetary approval.

YORK UNIVERSITY — The Department of History (Arts) invites applications for a tenure-track position at the rank of Assistant Professor in Twentieth Century East Asian History. Candidates must have a research specialization with demonstrated language proficiency in one of two areas: Korea or Chinese migration within Asia The appointee will also be expected to teach undergraduate survey courses in both the modern and pre-modern periods. The appointment will commence 1 July 2002. Research qualifications include a completed PhD, or equivalent, and an ongoing program of research in the area of specialization. Candidates should show promise of excellence in teaching and in scholarly research and publication. Salary is dependent on qualifications and experience In all of its appointments, the Department is keen to attract scholars who have an interest in one or more of the following: cross-cultural contact; war; gender and sexuality; imperial and post-colonial issues. Candidates should submit a letter of application, including a curriculum vitae, and arrange for three confidential letters of recommendation to be sent no later than November 26, 2001 to: Professor Marlene Shore, Chair, Department of History, Faculty of Arts, York University, 4700 Keele Street, Toronto, Ontario M3J 1P3, Canada, (fax: 416-736-5836). Canadian citizens and permanent residents will be considered first for this position. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians Recently, York has included racial/visible minorities, persons with disabilities and aboriginals in its affirmative action program Persons who are members of one or more of these three groups are encouraged to self-identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action Asia. Area of competence History of Communication, Culture and/or Technology and the ability to teach an introductory course in World History Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Erindale Campus and graduate courses at the St George Campus. Salary commensurate with qualifications Applications, including a complete dossier, a writing sample, and at least three letters of reference, should be sent to the Discipline Representative, Department of History, University of Toronto m Mississauga, Ontario L5L 1C6. Appointment commences 1 July, 2002. Applications arriving after 30 November, 2001 may be too late The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

SIMON FRASER UNIVERSITY — The Department of History invites applications for a tenure track appointment in Modern Chinese History since the Ming period. The position will begin in September 2002 The appointment will be made at the Assistant Professor level at a salary that matches qualifications. Preferred qualifications Include a completed PhD, publications, and university teaching experience. The successful applicant will teach undergraduate and graduate courses and will be expected to develop a strong research programme m her/his area of specialization. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to qualified Canadian citizens and permanent residents. Citizens of other nationalities are also encouraged to apply Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. This position is subject to approval by the University Board of Governors and final budgetary authorization Closing date for receipt of applications is November 23, 2001. Applicants should send a curriculum vitae and arrange for three letters of reference to be sent to: Dr. Hugh Johnston, Chair, Department of History, Simon Fraser University, Burnaby, B C. V5A 1S6, Fax: (604) 291-5837

THE UNIVERSITY OF SASKATCHEWAN — The Department of History invites applications for a tenure-track position in the history of early-modern continental Europe This appointment will begin on July 1, 2002 at the assistant professor level. PhD and publications are strongly preferred. Evidence of a strong commitment to research and of excellence in teaching is required Applicants should submit their letter of application, curriculum vitae, and any other supporting materials, along with three

Hematologist/Oncologist

Leukemia/BMT Program of BC

VANCOUVER, BRITISH COLUMBIA

The Division of Hematology at the BC Cancer Agency (BCCA), in association with the Vancouver Hospital & Health Sciences Centre (VH&HSC) and University of British Columbia (UBC), is seeking a Hematologist/ Oncologist for its Leukemia/BMT Program of British Columbia.

The Program is provincially funded and has 26 HEPA-filtered, single-room beds at two adjacent hospital sites. The staff consists of seven Leukemia/BMT hematologists, five fellows and a full complement of support staff Stem cell assay, purging and cryogenic support services are provided by the closely-associated Terry Fox Laboratory. Academic appointments and support are through the Division of Hematology, Department of Medicine (UBC).

The appointee will have prior experience in stem cell transplantation and will be expected to participate in patient care on the Bone Marrow Transplantation Unit, as well as to develop a clinical research program related to blood and marrow stem cell transplantation. Applicants must be eligible for licensure by the BC College of Physicians & Surgeons and an appropriate academic appointment at UBC

In accordance with Canadian Immigration requirements, this advertisement is directed at Canadian citizens and permanent residents, but other qualified candidates are also urged to apply. Please send a curriculum vitae and the names of three references by Wednesday, October 31, 2001 to: Dr. Allen C. Eaves, Head, Division of Hematology, c/o BC Cancer Agency, 601 West 10th Avenue, Vancouver, BC V5Z 1L3, Telephone: 604.875.4089; fax: 604.875.4763; email: aeaves@bccancer.bc.ca.

M25153

BC Cancer Agency

Faculté d'éducation • Faculty of Education

Professeures ou professeurs

La Faculté d'éducation de l'Université d'Ottawa est à la recherche de candidates et de candidats intéressé(e)s à l'enseignement dans les domaines suivants :

- counselling (2 postes);
- didactique des mathématiques à l'élémentaire;
- didactique du français langue première à l'élémentaire ou au secondaire (2 postes);
- leadership en éducation.

Exigences : Ph.D. en éducation ou dans un domaine connexe; une spécialisation et un dossier actif de recherche dans le domaine pour lequel le candidat postule un poste. Expérience de l'enseignement élémentaire / secondaire souhaitable. Connaissance passive de l'anglais comme condition de permanence ou comme condition de renouvellement de contrat. Une connaissance des nouvelles technologies de l'information serait un atout.

Les candidates et candidats vont devoir enseigner aux programmes de premier, deuxième et troisième cycles, faire de la recherche dans le domaine postulé, superviser des stages au niveau du B.Éd. ainsi que des thèses de M.A. et de Ph.D. et participer aux activités universitaires.

La date d'entrée en fonction est le 1er juillet 2002. Les candidatures seront examinées pour les concours se terminant le 30 octobre 2001 et le 15 janvier 2002.

Prière de faire parvenir votre demande d'emploi, votre curriculum vitae ainsi que le nom de trois répondantes ou répondants à l'adresse en bas de page. Conformément aux stipulations de la loi canadienne sur l'immigration, ce poste est offert aux personnes ayant le statut de citoyen ou de résident du Canada. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Ce poste sera comblé sous réserve des disponibilités budgétaires. Seules les personnes invitées pour une entrevue recevront un accusé de réception.

Tenure-track positions

The Faculty of Education of the University of Ottawa invites applications from candidates interested in teaching:

- Educational psychology with a focus on exceptional learners;
- Language arts (English studies);
- Learning in the educational setting;
- Mathematic education with a focus on the secondary level.

Requirements: PhD in education; a specialization and an active research file in the field for which the candidate is applying for. Also required is knowledge of instructional practices in elementary or secondary schools. Teaching experience at the elementary and/or secondary levels is desirable. Passive knowledge of French required for contract renewal or tenure. Knowledge of new information technologies would be an asset.

The candidate will be expected to teach at the undergraduate and graduate levels, maintain research in the relevant field, supervise practica at the BEd level and MA/PhD thesis, and participate in University activities.

The date of appointment is July 1, 2002. Candidacies will be reviewed for competitions ending October 30, 2001 and January 15, 2002.

Applicants should forward their application, curriculum vitae and the names, addresses and phone numbers of three individuals who would serve as references at the address below. In keeping with Canadian immigration regulations, this position is offered to citizens and permanent residents of Canada. Equity is a University policy. This position is subject to budgetary approval. Only those who are invited for interview will receive a confirmation letter.



Cécile Champagne-Muzar, Vice-doyenne (Programmes)
Faculté d'éducation, Université d'Ottawa
145, rue Jean-Jacques-Lussier (316B), C.P. 450, Succ. A
Ottawa (Ontario) K1N 6N5

Cécile Champagne-Muzar, Vice-Dean (Programs)
Faculty of Education, University of Ottawa
145 Jean-Jacques Lussier St.(316B), P.O. Box 450, Stn A
Ottawa, Ontario, K1N 6N5

Université d' University of Ottawa

University of Alberta
Edmonton

Faculty of Nursing

Canada Research Chair In Nursing

The Faculty of Nursing at the University of Alberta is seeking to nominate a Tier II Canada Research Chair. The Canada Research Chairs Program was recently established by the Canadian Government to foster world-class research excellence (see http:\www.chairs.gc.ca for Terms of Reference). The Faculty of Nursing has over 65 full-time faculty members and a major commitment to research excellence, attracting over $2.6 million in research revenue in 2000. Our key focal areas of research are symptom management and therapeutic intervention, healthy human development, health policy, and teaching excellence and innovation. Strategic priorities in the Faculty include strengthening relationships with health-service partners in order to build research capacity, enhance research utilization and foster collaborative research with practitioners. Of particular note are two new interdisciplinary research institutes, focusing on cardiac sciences and neuroscience with The Capital Health Authority which will be established in the near future. We are committed to collaborative international research and have a vibrant international center within the Faculty.

Tier II candidates should be emerging researchers with the potential to achieve international recognition as leaders in their fields in five to ten years. The appointee to this Chair would be expected to develop and lead programs of innovative focused research, particularly clinical research, which will contribute to capacity building in the Faculty and enhance our partnerships with clinical facilities. The Chair's contribution to capacity building will involve graduate research training and some teaching, mentoring of colleagues and young researchers and the development of collaborative initiatives.

There are a number of research centers within the Faculty including the Institute for Philosophical Nursing Research, the Women's Health Research Centre and the Canadian Centre for Knowledge and Policy Research, led by Dr. J. Lander, and funded through Canadian Health Services Research Foundation (CHSRF). In addition, the Faculty has significant involvement in interdisciplinary centers and institutes established under the auspices of the Health Science Council, several of which are directed by researchers from the Faculty of Nursing. The International Institute for Qualitative Methodology, directed by Dr. J. Morse; the John Dossetor Centre for Health Ethics, directed by Dr. V. Bergum; the Centre for Gerontology, directed by Dr. M. Wood; and, the Centre for Health Promotions.

The Faculty of Nursing at the University of Alberta was the first in Canada to launch a funded doctoral program (1990) which is currently considered the flagship doctoral program in Canada, having the largest number of doctoral students in nursing in the country. The current PhD enrollment is 63 and Master's enrollment is 118. This is set to increase substantially with the receipt of Alberta Government funding for an additional 48 (full-time) PhD seats and 60 Master's (full-time) seats over the next four years. Further information on the Faculty's academic programs and research can be found on our website www.nursing.ualberta.ca

The University of Alberta is one of the major research universities in Canada with over 30,000 students and research funding in excess of $230 million per year. The library is the second largest in Canada and the high quality of teaching has been recognized with over 22 national teaching awards over the past 10 years. The 89-hectare campus contains outstanding educational, research and cultural facilities and has been a major host site for events such as the World University Games, the Commonwealth Games, and the 2001 World Championships in Athletics. The University has been the origin of 38 active spin-off companies that have created more than 3300 jobs in the Edmonton area. Over 180 formal linkages have been forged with institutions in 46 countries giving the U of A vital international academic relationships.

Alberta is currently privileged with respect to research funding. Not only are Albertan researchers enabled access to national research funding but also to provincial funds provided through the Alberta Heritage Foundation for Medical Research (AHFMR). AHFMR has been instrumental in positioning Alberta as one of the top 10 health research environments in North America. AHFMR is currently supporting the research and research related activities of 13 nurse academics in the Faculty. Additionally, several of our graduate students receive funding support from AHFMR. Faculty and research students are also supported by national funding agencies eg CIHR, CHSRF.

Edmonton, with a metro population of about 900,000, is the cosmopolitan capital of Alberta and is famous for its verdant river valley, vibrant festivals, outstanding cultural facilities and groups, successes in athletics and team sports, average of 12.3 hrs per day of sunshine and the lowest taxes in the country.

Applicants must be doctorally qualified with an established program of research, and eligible to be registered as a nurse in the Province of Alberta. Please forward your letter of application, curriculum vitae, and a proposed 5-year research plan by November 30, 2001 to:

Dean Genevieve I. Gray, Faculty of Nursing,
3-129 Clinical Sciences Building, University of Alberta,
Edmonton, Alberta, Canada T6G 2G3

Dean Gray will also be pleased to provide further information on this position and may be contacted at (780) 492-6761 or by email genevieve.gray@ualberta.ca

The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

confidential letters of reference to Larry Stewart, Head, Department of History, University of Saskatchewan, 9 Campus Drive, Saskatoon, Saskatchewan, S7N 5A5, Canada (Fax. 306-966-5852, E-mail. hist.dept@usask.ca). The University of Saskatchewan is committed to the principles of Employment Equity and welcomes applications from all qualified candidates. Women, people of aboriginal descent, visible minorities, and people with disabilities are invited to identify themselves as members of these designated groups in their applications. This position has been cleared for advertising at the tier-two level. Applications are invited from qualified individuals regardless of their immigration status in Canada. The application deadline is November 1, 2001.

SAINT MARY'S UNIVERSITY — The History Department invites applicants for a tenure-track assistant professorship on nineteenth or twentieth century Canadian history to start on July 1, 2002. Applicants must have a completed PhD and demonstrate considerable promise in teaching, research and scholarly publication. As the department already has considerable strength in Atlantic Canadian history, we would particularly welcome applicants from candidates with research interests that reflect national historical themes and/or the history of other regions of Canada. Applicants should send a letter of application, a c.v., a writing sample, and arrange to have three letters of reference sent to Dr. Michael Vance, Chair, Department of History, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3, Canada, Fax (902) 420-5141, Web page. http:www stmarys.ca The closing date for applications is October 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Saint Mary's University is committed to the principles of employment equity.

DALHOUSIE UNIVERSITY — The Department of History invites applications for a tenure-stream position in African and Global History at the rank of Lecturer/Assistant Professor. The position will commence on 1 July 2002, subject to budgetary approval. Research expertise in any field of African History is welcome, but preference will be given to research expertise in any area outside West Africa. The successful candidate will be expected to teach a wide variety of courses in African history, including supervision of graduate fields and/or graduate theses, as well as various courses in Global History. The successful candidate is expected to have a completed PhD or PhD in hand and preferably have teaching experience and publications. Please send a letter of application, curriculum vitae, university transcripts, sample publications and three confidential letters of reference to. Professor Jane Parpart, Chair, African/Global Search Committee, Department of History, Dalhousie University, 6135 University Avenue, Halifax, Nova Scotia, B3H 4P9, Canada, Fax. 902-494 3349, E-mail: jane.parpart@dal.ca For background information on the History Department at Dalhousie, see our website. http://www.dal.ca/~histwww/Home.htm. The deadline for receipt of applications is November 1, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Dalhousie University is an Employment Equity/Affirmative Action Employer. The University encourages applications from qualified Aboriginal persons, persons with a disability, racially visible persons, and women

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Department of History in the area of Early Modern European History commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www uwindsor ca/facultypositions Closing date of applications: November 15/01. Contact: Dr. Larry Kulisek, Interim Head, Department of History, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253 3000, Ext 2220, Fax 519.971 3610; Email. Kulisek@uwindsor.ca

INFORMATION SYSTEMS

THE UNIVERSITY OF WATERLOO — The Department of Management Sciences in the Faculty of Engineering invites applications from outstanding individuals for a tenure track appointment at the Assistant or Associate Professor level in Information Systems, commencing on or before September 1, 2002. We are seeking someone with a PhD, who is capable of teaching, research and graduate student supervision in the area of information systems. Applicants' research interests should be compatible with those of the present faculty, which range from information systems, to management of technology, to applied operations research. Applicants can learn more about faculty interests at http://www.mansci.uwaterloo.ca/faculty.html, and about the Department at http://www.mansci.uwaterloo.ca/ The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds. Salary will be commensurate with qualifications and experience. Please send a detailed curriculum vitae and the names of three references to Professor J. David Fuller, Chair, Department of Management Sciences, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1 (e-mail: dfuller@engmail.uwaterloo.ca, fax: 519-746-7252)

INFORMATION TECHNOLOGY

YORK UNIVERSITY — Applications are invited for two tenure-track Assistant Professor appointments in Information Technology to commence July 1, 2002. Appointments at the Associate level may also be considered. The York Information Technology program is interdisciplinary. While emphasizing core topics in Computer Science, Mathematics, and Statistics, the program also recognizes the need for graduates to work in multifaceted organizations within today's information-centric economy. Thus, the program also embraces disciplines such as Economics, Humanities, Social Science, History, Philosophy, and Psychology. The program is anticipated to grow to over 900 students by Fall of 2003. The program is seeking to appoint two individuals who will provide leadership and who will contribute to the ongoing development of the program. The positions are currently housed in the Department of Mathematics and Statistics. Applicants should have a PhD and a strong record of teaching and research related to information technology. Applicants with PhDs in fields other than computer science are encouraged to apply, but computing or information technology should form a central component in the individual's education and research. Applicants are sought with research interests in any area of information technology provided there is a clear potential for significant contribution to the core of the program. Interest in network administration and management, database systems, systems analysis and design, internet applications development, or human-computer interaction is an asset. Enquiries and applications, with curriculum vitae, should be sent to: ITEC Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3, Fax: (416) 736-5757, E-mail: itecrecruit@mathstat.yorku.ca. Applicants should arrange for three letters of reference to be sent to this same address. At least one of the letters should address teaching. More information on the program can be found at www.itec.yorku.ca. The decision process will begin on January 7, 2002. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. All positions at York are subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included equity-visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racially visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713

ITALIAN

UNIVERSITY OF TORONTO AT MISSISSAUGA (ERINDALE COLLEGE) — Italian. The Division of Humanities and the Department of Italian Studies invite applications for a tenure-stream position at the rank of assistant professor in Italian Linguistics. Main area of specialization: Second Language Teaching and Learning. Secondary area of specialization: another branch of linguistics. The successful candidate will co-ordinate the Italian language program at UTM, and teach in both the undergraduate (UTM) and graduate programs (UTM/St. George Campus). Appointment to commence July 1, 2002. Salary commensurate with experience. PhD degree and native or near-native command of Italian required, along with demonstrated excellence in teaching and research in the area of specialization, and competence in teaching with computer technology. Candidates should submit by November 30, 2001 a current curriculum vitae, copies of relevant publications, and a teaching portfolio, and should arrange to have at least three letters of recommendation sent directly to the Chair, Dept. of Italian Studies, University of Toronto, 100 St. Joseph St., Toronto, Ontario, Canada M5S 1J4. The University of Toronto is strongly committed to diversity within its community, and offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

KINESIOLOGY

SIMON FRASER UNIVERSITY — The School of Kinesiology invites applications from outstanding researchers for a Canada Research Chair. The Chair may be awarded at the Senior (tier I) or Junior (tier 2) level. The Canada Research Chairs (CRC) Program has been established to enable Canadian universities to foster research excellence and enhance their role as world class centres of research. More information about the Canada Research Chairs, SFU's strategic plan and research funding support is available at: http://www.chairs.gc.ca. The School has identified three research areas that it would like to strengthen: Human-Factors Ergonomics; Exercise Physiology (clinical or environmental); and Musculoskeletal Injury/ Neuromuscular Rehabilitation. Applicants from other areas with a vision of how they will enhance the School's research profile are also encouraged to apply. There is an expectation that the successful candidate will have a strong research profile at the International level, evidence of creativity, impact and leadership in research, and an interest in teaching at the graduate and undergraduate levels. SFU has created an Institute for Health Research and Education (IHRE) in which Kinesiology will have a central role. SFU is committing considerable resources to facilities and personnel for this Institute, to support the development of health related research. In addition, the School is currently advertising two assistant professor positions to support research in the identified areas. The School takes a scientific approach to the study of human structure and function and then relation to health and movement, has over 20 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Further information about the School of Kinesiology may be found at http://fas.sfu.ca/kin. Priority will be given to applications received by October 15th, 2001, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, five publications that provide an overview of your lifetime contributions to research, a letter outlining your vision for future research in our School, and the names and contact information of 5 referees who can comment on your scholarly activities, creativity, leadership and record of research trainee supervision. Send applications in confidence to: J. Morrison, PhD, Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada. Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Canadians and non-Canadians are eligible for this position. All appointments are subject to budgetary authorization.

THE UNIVERSITY OF WATERLOO — The Department of Kinesiology invites applications for the prestigious appointment of a Tier II Canada Research Chair (CRC). Applications will be considered from applicants in the areas of biomechanics, psychomotor behavior and exercise physiology. The CRC program has been established by the federal government to foster research excellence by attracting the best researchers from both within and outside Canada. Details on the CRC program are available at http://www.chairs.gc.ca/english/about/factsheet/index.html. The University of Waterloo provides an outstanding research environment and the Department of Kinesiology has a long history of outstanding research that is recognized internationally. We are seeking an individual who will provide leadership in shaping the future of Kinesiology consistent with the mission of the Department of Kinesiology (i.e., to optimize health, and prevent injury and illness through understanding movement), and the Strategic Research Plan of the University of Waterloo. See the health section of the plan at http://www.research.uwaterloo.ca. Applicants for the Tier II CRC position will be expected to have an outstanding research record and a commitment to establishing an internationally recognized research program. Applicants should send a covering letter, names of three references, and curriculum vitae to Dr. Arend Bonen, Waterloo, Ontario, Canada, N2L 3G1 or by Fax. 519-746-6776, or E-mail: abonen@healthy.uwaterloo.ca. Applications will be accepted until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people and persons with disabilities

LANDSCAPE ARCHITECTURE

THE UNIVERSITY OF GUELPH — The School of Landscape Architecture, CFEDRO invites applications for a full-time, tenure-track research and teaching position at the rank of Assistant Professor. Of critical importance is the teaching potential of the new faculty member. Teaching course development and delivery, and professional focus are very important to the ongoing success of the School's programs. The specific areas of undergraduate teaching will include introductory level design, and upper year courses in environmental design. Graduate teaching will address design courses with a focus on environmental aspects — environmental design/planning, communication and site design. Experience in plant environment, design and management is required. As a professionally accredited program there are considerable course requirements and as an OCGS accredited program, we must also ensure a sound research focus in support of graduate and undergraduate teaching. The successful candidate is expected to initiate a vibrant research program in environmental design with a strong commitment to community outreach. With approximately 50 graduate students in the MLA program, the new faculty member will be expected to supervise an appropriate number of students. As well, the incumbent will serve on graduate committees throughout the CFEDRO — PhD and M.Sc. Candidates must hold one professional Landscape Architecture degree and a PhD, or an MLA with significant and appropriate professional practice. Candidates must demonstrate design abilities and working knowledge of current applications of technology in Landscape Architecture. Applications including curriculum vitae, University transcripts, a statement of research and teaching interests and names of three referees should be forwarded to: John FitzGibbon, Executive Director, College Faculty of Environmental Design and Rural Development, University of Guelph, Guelph, Ontario N1G 2W1 Fax. 519-767-1686. The deadline for applications is January 25, 2002 or until a suitable candidate is found. Canadian citizens and permanent residents will be considered first for this position. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

LAW

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Faculty of Law in the areas of Evidence, Torts, Corporate Commercial, Dispute Resolution and Access to Justice, and Canada/U.S. legal issues and the Paul Martin Professorship in International Affairs and Law commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: Law, October 31/01; Paul Martin Professorship, December 14/01. Contact. Prof. Bruce Elman, Dean, Faculty of Law, University of Windsor, Windsor, ON, N9B 3P4, Tel 519 253 3000, Ext. 2930, Fax 519 973-7064, Email: belman@uwindsor.ca.

LIBERAL ARTS

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available for a candidate to teach in its Great Books core curriculum. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interneet/jobs.cfm

LIBRARY

THE UNIVERSITY OF MANITOBA — invites applications for the position of Electronic Resources Cataloguer Bibliographic Control Department. The University consists of eight unit libraries and six satellite information centers located on the Fort Garry and Bannatyne Campuses and at the St. Boniface and Victoria General Hospitals. With collections of over 2 million volumes, an annual operating budget of over 14 million dollars and a full-time equivalent staff of approximately 205 employees, the Libraries serves a community of approximately 38,000 students, faculty and citizen borrowers. For more information about the Libraries and the University of Manitoba, please visit our website: http://www.umanitoba.ca/libraries/. Bibliographic Control provides original and derived cataloguing for all non-outsourced materials, and coordinates and checks the flow of outsourced items. The department is also responsible for maintaining the bibliographic and authority records in the automated database including creating and inputting original monographic, serial and University of Manitoba theses cataloguing records, online and manual searching for bibliographic information for both monographs and serials in varying formats; additional bibliographic searching as requested by Acquisitions and other departments, online and offline editing; verification of bibli-

ographic headings; and MARC coding of bibliographic and holdings records. In addition, the department updates records, withdraws, transfers, adds and replaces monographic and serials volumes, handling the accompanying maintenance of the bibliographic and holdings records, as well as making necessary corrections to the database. The department is staffed by one Department Head, two Librarians, one Library Supervisor, seven Library Assistant 4s, two Library Assistant 3s and one half-time (0.50 fte) Library Assistant 2. Reporting to the Head, Bibliographic Control, the incumbent is responsible for the following: providing original MARC and complex copy cataloging for electronic resources, monitoring quality control of electronic resource records in order to ensure the validity of information upon which users are dependent, keeping current with national trends in electronic resources cataloguing, addressing issues related to topics such as metadata standards, persistent identifiers for networked resources, record format and record contents for digital resources, the relationship of new access mechanisms to traditional catalogues, and linkages among various access systems, participating in library policy development and decision-making regarding access to electronic resources and the role of the OPAC in providing that access, participating in developing, implementing and reviewing cataloguing policies and procedures to meet the roles and objectives of the unit, participating in authority control, including establishing authority records, providing professional assistance to faculty, researchers and staff, as necessary, participating in the use and analysis of technology in the unit, assisting in specific projects and personnel matters, and serving on departmental and library committees, as appropriate. Qualifications: MLS/MLIS from an ALA accredited library program; ability to work both independently and as a team member on a variety of issues in a dynamic environment; knowledge of AACR2, LC subject headings and classification, and MARC formats, a minimum of three years relevant experience (including cataloguing serials) in an academic or research library within the last five years; strong computer skills, including experience with personal computer hardware and software, a bibliographic utility and/or integrated system (preferably A-G Canada and ORA), and network-based tools; sophisticated understanding of the role of technology in the provision of access to online resources, including demonstrated interest in the issues and standards related to metadata and a working knowledge of SGML, HTML and TEI standards; strong organizational skills, including demonstrated project management/leadership skills, demonstrated ability to undertake complex, analytical work with attention to detail; demonstrated problem-solving skills; flexibility; demonstrated ability to prioritize work to ensure that departmental and library goals are realized; ability to work effectively in a production-oriented environment; demonstrated excellent verbal and written communication skills in English; reading knowledge of one or more foreign languages; effective interpersonal relations skills; a demonstrated commitment to professional growth and development. Effective Date January 2nd, 2002. Rank Assistant Librarian. Salary Range $40,579 Floor (under review) Commensurate with qualifications and experience. This position has a two year probationary period. The University of Manitoba encourages applications from qualified men and women, including members of visible minorities, aboriginal peoples and persons with disabilities. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please forward applications including a curriculum vitae and the names and addresses (including phone, e-mail address and fax numbers) of three references by October 31, 2001 to: Carolynne Presser, Director of Libraries, The University of Manitoba Libraries, Winnipeg, MB, R3T 2N2, E-Mail: Carolynne_Presser@UManitoba.ca

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Responsibilities include: creating and inputting original monographic, serial and University of Manitoba theses cataloguing records; online and manual searching for bibliographic information for both monographs and serials in varying formats; additional bibliographic searching as requested by Acquisitions and other departments; online and offline editing; verification of bibliographic headings; and MARC coding of bibliographic and holdings records. In addition, the department updates records, withdraws, transfers, adds and replaces monographic and serials volumes, handling the accompanying maintenance of the bibliographic and holdings records, as well as making necessary corrections to the database. The department is staffed by one Department Head, two Librarians, one Library Supervisor, seven Library Assistant 4s, two Library Assistant 3s and one half-time (0.50 fte) Library Assistant 2. Reporting to the Head, Bibliographic Control, the incumbent is responsible for the following: providing original MARC and complex copy cataloging for monographs and serials, in all subjects, formats, and languages, recataloguing and reclassifying materials as necessary, maintaining and updating bibliographic records; participating in making serials analytics decisions and in maintaining quality control of the BISON database, participating in developing, implementing and reviewing cataloguing policies and procedures to meet the roles and objectives of the unit, participating in authority control, including establishing authority records, providing professional assistance to faculty, researchers and staff, as necessary, participating in the use and analysis of technology in the unit, assisting in specific projects and personnel matters, and serving on departmental and library committees, as appropriate. Qualifications: MLS/MLIS from an ALA accredited library program; ability to work both independently and as a team member on a variety of issues in a dynamic environment; knowledge of AACR2, LC subject headings and classification, and MARC formats, a minimum of three years relevant experience (including cataloguing serials) in an academic or research library within the last five years; strong computer skills, including experience with personal computer hardware and software, a bibliographic utility and/or integrated system (preferably A-G Canada and ORA), and network-based tools; sophisticated understanding of the role of technology in the provision of access to online resources, including demonstrated interest in the issues and standards related to metadata and a working knowledge of SGML, HTML and TEI standards; strong organizational skills, including demonstrated project management/leadership skills, demonstrated ability to undertake complex, analytical work with attention to detail; demonstrated problem-solving skills; flexibility; demonstrated ability to prioritize work to ensure that departmental and library goals are realized; ability to work effectively in a production-oriented environment; demonstrated excellent verbal and written communication skills in English; reading knowledge of one or more foreign languages; effective interpersonal relations skills; a demonstrated commitment to professional growth and development. 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Reporting to the Head, Bibliographic Control, the incumbent is responsible for the following: providing original MARC and complex copy cataloging for monographs and serials, in all subjects, formats, and languages, recataloguing and reclassifying materials as necessary, maintaining and updating bibliographic records; participating in making serials analytics decisions and in maintaining quality control of the BISON database, participating in developing, implementing and reviewing cataloguing policies and procedures to meet the roles and objectives of the unit, participating in authority control, including establishing authority records, providing professional assistance to faculty, researchers and staff, as necessary, participating in the use and analysis of technology in the unit, assisting in specific projects and personnel matters, and serving on departmental and library committees, as appropriate. Qualifications: MLS/MLIS from an ALA accredited library program; ability to work both independently and as a team member on a variety of issues in a dynamic environment; knowledge of AACR2, LC subject headings and classification, and MARC formats, a minimum of three years relevant experience (including cataloguing serials) in an academic or research library within the last five years; strong computer skills, including experience with personal computer hardware and software, a bibliographic utility and/or integrated system (preferably A-G Canada and ORA), and network-based tools; sophisticated understanding of the role of technology in the provision of access to online resources, including demonstrated interest in the issues and standards related to metadata and a working knowledge of SGML, HTML and TEI standards; strong organizational skills, including demonstrated project management/leadership skills, demonstrated ability to undertake complex, analytical work with attention to detail; demonstrated problem-solving skills; flexibility; demonstrated ability to prioritize work to ensure that departmental and library goals are realized; ability to work effectively in a production-oriented environment; demonstrated excellent verbal and written communication skills in English; reading knowledge of one or more foreign languages; effective interpersonal relations skills; a demonstrated commitment to professional growth and development. 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LINGUISTICS

SIMON FRASER UNIVERSITY — Applications are being accepted for a tenure-track position in Linguistics starting either May 1, 2002 or September 1, 2002. This position is subject to budgetary approval. Appointment will be made at the assistant professor rank. This will be a position in applied linguistics with concentrations in Greek language and computer assisted language learning. The successful candidate will have teaching duties in linguistics and applied linguistics courses at both the undergraduate and graduate levels. The appointee will be expected to undertake graduate student supervision. The appointee will also be responsible for Greek language instruction and will collaborate with the Chair of Hellenic Studies in outreach programs to the local Greek community and co-operation with agencies of the Greek Republic. Hellenic Studies and the Department of Linguistics are developing the capacity for computerized delivery of Greek language courses and the appointee will participate in the overall development of these systems. Candidates should hold a PhD with a specialization in applied linguistics, have experience in teaching Modern Greek, maintain an active research program in linguistics as it relates to language teaching and be familiar with recent developments in computer-assisted language learning. Interested applicants are invited to send a letter of application, curriculum vitae, the names of at least three referees and sample publications by November 30, 2001 to: Dr. Z. McRobbie, Chair, Department of Linguistics, Simon Fraser University, 8888 University Dr., Burnaby, BC, Canada V5A 1S6, phone: (604) 291-3554, fax (604) 291-5659, email: mcrobbie@cs.sfu.ca. In accordance with Canada Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. SFU offers equal employment opportunities to all qualified applicants

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Linguistics invites applications for a tenure-track position in Phonology at the rank of Assistant Professor to begin July 1, 2002. The successful candidate should have a primary specialisation in current Phonological Theory. A secondary research interest in Phonetics, Linguistic Fieldwork or Cognitive Science would be an asset. Candidates should hold a PhD in linguistics, have a demonstrated potential for and a strong commitment to research, as well as have the ability to teach a variety of courses in linguistics at the graduate and undergraduate levels. This position is subject to final budgetary approval. Please send a cover letter, curriculum vitae, representative samples of published or unpublished work, teaching evaluations (if available) and any additional supporting documents to the address below before November 15, 2001. In addition, applicants should arrange for at least three letters of recommendation to be sent under separate cover to: Dr. Douglas Pulleyblank, Chair, Search Committee, Department of Linguistics, E270-1866 Main Mall, University of British Columbia, Vancouver, British Columbia, Canada V6T 1Z1, Email: Douglas.Pulleyblank@UBC.ca. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Applications must identify citizenship and/or immigration status.

MANAGEMENT

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach introductory management, management policy and strategy, consulting and small business and new venture creation and planning. Duties also include participating in the governance of the Division of Management, but there is no requirement to do research. Candidates should have at least a Master's degree and provide evidence of excellence in teaching. This position is initially for one year, with the possibility of renewal, beginning on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Richard Powers, Associate Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, Ontario, M1C 1A4 (powers@utsc.utoronto.ca). The deadline for applications is November 1, 2001. The University is strongly committed to diversity within its community. The University welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas

McGILL UNIVERSITY — Faculty of Management: Applications are invited for a limited term positions in Human Resource Management. Salary is commensurate with the candidates' qualifications and experience. The successful candidates will be asked to teach Human Resource Management within the core curriculum of the Bachelor of Commerce program. The starting date is January 1, 2002. The Faculty of Management has over 65 full-time faculty and offers B. Comm., MBA, and PhD degrees. Apply in writing to Prof. Suzanne Gagnon, Acting Area Coordinator for Organizational Behaviour and Human Resource Management, Faculty of Management, 1001 Sherbrooke Street West, Montreal, Quebec, H3A 1G5. Closing date to receive applications is Nov 10, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed in priority to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

McGILL UNIVERSITY — The OB Area of McGill University's Faculty of Management invites applications for a mid-career individual to fill a tenured position at the associate/full level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, to mentor junior faculty, and to conduct a sustained, high quality research program. He/she will also be expected to help provide leadership and direction in the OB Area and with the development, organization and teaching of core OB/HRM courses. Elective courses and research may be within any domain of OB/HRM. The ideal candidate will have an interesting and innovative research agenda, a strong record of publication in top journals, and evidence of effective teaching. McGill is committed to employment equity and welcomes applications from all qualified applicants. In accordance with Canadian immigration requirements, this announcement is directed in first instance to Canadian citizens and permanent residents. To ensure consideration, materials should be received by November 15, 2001. Send application materials, including vita, examples of recent research, teaching evaluations and 3 letters of reference to: Professor Suzanne Gagnon, OB Recruiting Coordinator, Faculty of Management, McGill University, 1001 Sherbrooke St. West, Montreal, Quebec, Canada, H3A 1G5. Phone: 514-398-5820, E-mail: Sgagnon@Management.McGill.Ca

McGILL UNIVERSITY — The OB Area of McGill University's Faculty of Management invites applications for an individual to fill a tenure-track position at the assistant level. The successful candidate will be expected to teach classes in our undergraduate, graduate and executive programs, to work actively with doctoral students, and to conduct a sustained, high quality research program. He/she will also be expected to help in the development, organization and teaching of core OB/HRM courses. Elective courses and research may be within any domain of OB/HRM. The ideal candidate will have a record of publication in top journals and/or clear promise of pursuing an interesting and innovative research agenda plus evidence of effective teaching. McGill is committed to employment equity and welcomes applications from all qualified applicants. In accordance with Canadian immigration requirements, this announcement is directed in first instance to Canadian citizens and permanent residents. To ensure consideration, materials should be received by November 15, 2001. Send application materials, including vita, examples of recent research, teaching evaluations and 3 letters of reference to: Professor Suzanne Gagnon, OB Recruiting Coordinator, Faculty of Management, McGill University, 1001 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 1G5. Phone: 514-398-5820, E-mail: Sgagnon@Management.McGill.Ca Please send invoice to: Faculty of Management, R476, 1001 Sherbrooke St., West, Montreal, QC H3A 1G5, attn: Suzanne Sellitto.

MANAGEMENT SCIENCE

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Odette School of Business in the Management Science area commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: October 26/01 Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3091; Fax: 519.973.7073, Email: jdeslp@uwindsor.ca.

MANAGEMENT OF TECHNOLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in the Management of Technology, rank open. Duties include undergraduate teaching at the University of Toronto at Scarborough, graduate teaching the St. George campus, and research. Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research. Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2002. Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca). The deadline for applications is December 1, 2001. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

UNBC Environmental Planning

Assistant or Associate Professor (Tenure Track Position)

The University of Northern British Columbia seeks exceptional candidates for a tenure track faculty position at the Assistant or Associate Professor level in Environmental Planning. We are looking for a person who will develop an excellent research and teaching program (in Environmental Planning at the undergraduate and graduate levels) in one or more of the following streams: Resource Planning, Northern Rural and Community Planning, or Energy Planning. We are interested in a broad range of subject fields including land use planning, air and water pollution, environmental health, hazardous waste, alternative energy, planning for biodiversity, global change and sustainable communities. The ideal candidate may have additional interest in teaching and conducting research in the areas of computer aided design, ecological design, environmental policy, aboriginal community planning, or ecological economics.

UNBC is seeking a person to teach courses in Environmental Planning and Policy from first year to senior undergraduate level and graduate level. The successful applicant will have a Ph.D. in Environmental Studies, Planning, or related field. She/he will be committed to excellence in undergraduate teaching, will have demonstrated success in research and scholarship, and experience with environmental issues in Canada and British Columbia. The successful applicant will have a strong desire to contribute to the development of teaching and research partnerships with northern communities and professional practitioners. Membership or eligibility for membership in the Canadian Institute of Planners and the Planning Institute of British Columbia is required. We anticipate the successful candidate will be able to start by April, 2002.

The Environmental Studies Program at UNBC is a dynamic, inter-disciplinary team of seven faculty members offering majors in Environmental Planning, (B.Sc.), accredited by the Canadian Institute of Planners and the Planning Institute of British Columbia, Environmental Studies (B.A.), and Environmental Science (B.Sc.). We offer a Ph.D. and Masters degree in Natural Resources and Environmental Studies. Further information about the Environmental Studies Program can be found on our home page: http://www.unbc.ca/envs.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to Dr. W.B. McGill, Dean, College of Sciences & Management, at (250) 960-5755. Fax: (250) 960-5537. Email: mcgill@unbc.ca. Applications received before **November 30, 2001** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities.

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

THE UNIVERSITY OF BRITISH COLUMBIA

FACULTY POSITIONS DEPARTMENT OF EARTH AND OCEAN SCIENCES

Applications are invited for three tenure-track faculty positions in the Department of Earth and Ocean Sciences at the University of British Columbia preferably beginning July 1, 2002. Appointment will be at the Assistant Professor level except in the case of women with exceptional qualifications who may be appointed at a higher rank. A PhD is required and teaching at the undergraduate and graduate level is expected for all three positions.

Biological/Fisheries Oceanography (Endowed Position)
A PhD in Oceanography or related discipline is required, with expertise in biological and/or physical oceanography. The applicant should be able to direct multi-disciplinary research concerning the processes that govern fluctuations in fish abundance in the oceans, particularly factors affecting the survival of larval or juvenile fish. Preference will be given to those whose research combines fieldwork and laboratory experimentation, and who can interact scientifically with others within the Department and the Fisheries Centre. The application deadline is **November 31, 2001.**

Geophysical Processes — Observation, Modelling and Applications
To enhance and complement EOS research, we are looking for an exceptional young scientist who will focus on modeling physical or tectonic processes in the near-surface environment, the lithosphere and/or the upper mantle, or carry out innovative 3-d imaging of the earth with application to applied problems or global studies. The application deadline is **November 31, 2001**

Geotechnical Engineering — Rock and Soil Characterization, Remote Sensing
The candidate is expected to play a major role in supporting the Geological Engineering Program and help build a more coherent geotechnical group at UBC. A cross-appointment with the Civil Engineering Department is a possibility. Applicants must be eligible for registration as a Professional Engineer in B.C. and should have a thorough knowledge of applied geology and geotechnics. The candidate should demonstrate outstanding research capability related to geotechnical characterization of soils and rock, preferably with applications to civil engineering, environmental protection or natural hazards assessment. Practical experience will be a definite asset. The application deadline is **January 7, 2002.**

In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires based on merit and is committed to employment equity. All qualified persons are encouraged to apply. These positions are subject to final budgetary approval. More information about the positions and the Department is available at www.eos.ubc.ca.

Applicants should send their curriculum vitae, a statement of research and teaching interests, and the names and contact information of three referees to:

Dr. Paul L. Smith, Head
Department of Earth & Ocean Sciences
The University of British Columbia
6339 Stores Road
Vancouver, British Columbia V6T 1Z4

FACULTY OF ARTS

www.humanities.ualberta.ca/arts

The University of Alberta, with over 30,000 students and research funding in excess of $230 million per year, is recognized as one of Canada's finest universities. It is home to the second largest university library in the country, and its faculty members boast an outstanding teaching record –over 22 national teaching awards in the 1990's. The 89-hectare University campus, which houses world-class educational, research and cultural facilities, is located on the south bank of Edmonton's beautiful river valley. The city (metro pop 900,000) is a cosmopolitan provincial capital, famous for its vibrant festivals, its sunny days and the lowest taxes in the country.

The Faculty of Arts is one of Canada's largest and most successful liberal arts teaching and research centres, with leading graduate programs in several areas. We are completing an extensive period of renewal and are committed to ensuring that our many new hires reinforce the Faculty's lively and productive intellectual environment.

Applications are invited for the following tenure-track positions at the Assistant Professor level, to take effect 1 July 2002 (unless otherwise indicated). The 2001-02 salary scale for this rank is $45,347 to $64,238 and the benefits package is comprehensive.

Please forward applications to the Department contact by the deadline date shown. Applications should consist of a letter of intent, CV, all university transcripts (or equivalent), and three letters of reference. Other application requirements are specified below where appropriate. Interested individuals are encouraged to check the individual departmental web sites for more detailed information about positions and departments.

Except where indicated otherwise, and in accordance with Canadian Immigration requirements, these advertisements are directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

Art and Design (Two positions)

20th Century (post-1945) Art History - Responsibilities include teaching an introductory survey in the History of Art, the post- 1945 undergraduate art history survey, as well as teaching upper-level undergraduate and graduate seminars in areas of specialization. A secondary area of expertise will be an asset. PhD in Art History with a dissertation on a post- 1945 topic, demonstrable success as a teacher, and strong scholarly research required. Applications should include two writing samples, a proposed program of research, evidence of teaching ability, and a seminar course outline in area of expertise.

Painting - Responsibilities include teaching foundation courses and junior, senior, and graduate level painting courses in all aspects of representation. An MFA in Painting, an emerging or established exhibition record in Painting, and a record in teaching Painting at the post secondary level that demonstrates an ability to encourage a diversity of student responses required. Applications should also include: evidence of teaching experience and effectiveness, course outline(s) in the area of expertise, a portfolio of up to 20 pieces of work representing the candidate's current practice and up to 20 examples of work by students the candidate has taught (in slide or electronic format, including title, size, medium, and date of each work), and a proposed program of research.

Professor J Sybesma, Chair, Department of Art and Design, University of Alberta, Edmonton, Alberta, Canada T6G 2C9; Fax 780-492-7870; email: jsybesma@ualberta.ca; http://www.ualberta.ca/~artdesign/adhome.htm Application deadline: 14 December 2001.

Music

Applications are invited for a position in Piano from individuals who have an active and promising solo performing career, a record of excellence in teaching with some experience at the university level, and a doctorate or equivalent professional experience. The successful candidate will have a broad range of repertoire that includes music of our time and will be expected to maintain an active solo performance career, including solo and collaborative performing within the department's thriving music-making culture. Application deadline: 15 November 2001.

Professor F Pier, Chair, Department of Music, University of Alberta T6G 2C9; Fax: 780-492-9246; email: fpier@ualberta.ca; http://www.ualberta.ca/MUSIC

Comparative Literature, Religion, and Film/ Media Studies (Three positions)

Film/Media Studies - (Two positions) Primary need: Film Theory (one or more major current areas) and Third Cinema/Alternative Cinema (documentary, avant-garde, minor cinemas, etc); secondary need: Media Studies, Film History, European Cinema, and Globalization in Film and Media Studies. However, applications from all well-qualified applicants welcome. PhD in Film Studies or related discipline and evidence of scholarly and teaching excellence required.

Comparative Literature - Emphasis on Twentieth-Century Cross-Literary and Cross-Cultural Relations (eg, cross-literary contacts, literary-cultural hybridity, Western and non-Western literary interactions, the literature of multilingual nations and recent trends in global literature). Expertise in Globalization and Culture also welcome but not required. PhD in Comparative Literature or related discipline, evidence of scholarly and teaching excellence, and multilingual proficiency required.

Professor J Varsava, Chair, Department of Comparative Literature, Religion and Film/Media Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Fax: 780-492-2715; email: jerry.varsava@ualberta.ca; http://www.humanities.ualberta.ca/comparative_studies Application deadline: 15 November 2001.

Drama (Two positions)

Theatre Design - Applications are invited from Designers with expertise in 2 of set, costume, and/or lighting design. The successful candidate will teach design and design studio techniques plus at least one other area of design, and will supervise student designers and design for the main stage season. Commitment to working well within team situations is essential. **Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.** Application deadline: 15 November 2001.

Dance and Movement for the Actor in our highly reputed conservatory actors training program. Appropriate candidates will be expert in aspects of dance and movement for the actor and have an established career profile in theatre, dance, and/or related performance fields, and experience coaching actors. The department's BFA in Acting program involves a high degree of integration and collaborative curriculum delivery. Application deadline: 1 December 2001.

Professor J Selman, Chair, Department of Drama, University of Alberta, Edmonton, Alberta, Canada T6G 2C9; Fax: 780-492-9156; email: jan.selman@ualberta.ca; http://www.ualberta.ca/~drama

English

Applications are invited for a position in African Literatures in English. Applicants should have a PhD (or be close to completion at the time of appointment), teaching experience and publications. Applications should include a writing sample (20 page maximum). **Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.** Application deadline: November 20, 2001.

Professor J Wallace, Chair, Department of English, University of Alberta, Edmonton, Alberta, Canada T6G 2E5; Fax: 780-492-8142; email: jo-ann.wallace@ualberta.ca; http://www.ualberta.ca/~englishd/enghome1.html

East Asian Studies (Two positions) Note: For both positions, applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.

Pre-modern Japanese Language and Literature - Candidates will have a proven record of excellence in teaching and research in pre-modern Japanese and English, and PhD in hand by the time of appointment. Field of specialization within pre-modern Japanese studies is open. The candidate is expected to make an active contribution to the undergraduate and graduate programs in Japanese. Applications should include a copy of a recent publication.

Japanese Language and a cross-disciplinary area of study between language and one or more of the following: gender studies, social and cultural studies, or a related field. Candidates will have a proven record of excellence in teaching and research in modern Japanese language and in the related area, native or near-native fluency in Japanese and English, and PhD in hand by the time of appointment. Applications should include a copy of a recent publication.

Professor E Neumaier, Chair, Department of East Asian Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Fax 780-492-7440; email: e.neumaier@ualberta.ca; http://www.arts.ualberta.ca/~eastasia Application deadline: 1 December 2001.

Economics (Three positions)

For one of these positions, candidates should have an interest in macroeconomics, financial economics and/or applied time series econometrics. For the other two positions, candidates who have an interest in applied macroeconomics, monetary economics, labour economics, and/or international economics are particularly encouraged to apply but strong candidates in any field will be given serious consideration. Applicants are expected to have a PhD (or be close to completion) and to display promise of excellence in teaching and research. Appointment salaries will be competitive. **Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.** Application deadline: 30 November 2001.

Professor B Reid, Chair, Department of Economics, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-3300; http://www.ualberta.ca/~economic

Philosophy

Areas of specialization and teaching competence open. Candidates should hold a PhD in Philosophy and provide evidence of scholarly and teaching excellence. Applications should include a sample of written work. Application deadline: 30 November 2001

Professor B Linsky, Chair, Department of Philosophy, University of Alberta, Edmonton, Alberta, Canada T6G 2E5; Fax: 780-492-9160; email: blinsky@ualberta.ca; http://www.ualberta.ca/~philosop/dept.html

Political Science

Applications are invited for a position in North American political economy and comparative public policy. The successful candidate will have research and teaching expertise in this area, be expected to develop and teach a junior level course in North American politics and policy as well as a senior level course on North American politics with a special emphasis on the United States and Mexico, and contribute to departmental strengths in the study of globalization and governance. PhD and demonstrated promise of excellence in teaching and research required. **Applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians.** Application deadline: 15 November 2001

Professor J Brodie, Chair, Department of Political Science, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-2586; email: janine.brodie@ualberta.ca http://www.arts.ualberta.ca/~polisci/index.html

University of Alberta
Edmonton

Modern Languages and Cultural Studies (Five positions)

PhD, native or near-native proficiency, demonstrated research competence and strong teaching potential required for all positions.

Spanish Applied Linguistics – Specialization in Spanish Applied Linguistics, preferably sociolinguistics/ discourse analysis. Responsibilities in the coordination and management of the language program. Secondary interest in one or more of the following areas: CALL, translation, Spanish for native speakers, cultural studies. Fluency in another relevant language an asset. Application deadline: 15 November 2001. Please refer to Competition #300. [Note: appointment date for this position is 1 January 2002.]

[Note: for the following four positions, applications are encouraged from Canadians, Permanent Residents of Canada and non-Canadians. Review of applications will begin on 30 November 2001 and continue until the positions are filled.]

Spanish and Latin American Studies - Specialization in Latin American Studies and general cultures and literatures of Latin America. Secondary interest one of the following areas preferred: CALL, translation, business Spanish, media, popular culture. Fluency in Portuguese an asset. Refer to Competition #100

Spanish Peninsular Studies - Specialization in Spanish Peninsular Studies culture and literature. Secondary interest in one of the following areas preferred: CALL, translation, business Spanish, media, popular culture. Fluency in Portuguese an asset. Refer to competition #200

Polish - Qualified in the areas of second language acquisition, literature and culture, and linguistics in Polish. Demonstrated interests in curriculum development, methodologies of second language acquisition and pedagogy, literature and culture, and new. Secondary interests in one of the following areas preferred: translation, business Polish, Polish for native speakers, cultural studies. Fluency in another Slavic language (preferably Russian or Ukrainian), or a Romance or Germanic language an asset.

German Applied Linguistics - Specialization in second language acquisition. Secondary interest in one or more of the following areas preferred: translation, business German, history of the language. Strong leadership qualities and interests in curriculum development, methodologies of second language acquisition and pedagogy, CALL, internet applications, and new technologies. Fluency in another relevant language an asset.

Professor D Bruce, Chair, Department of Modern Languages and Cultural Studies, University of Alberta, Edmonton, Alberta, Canada T6G 2E6; Fax: 780-492-9106; email: dolores.iwohland@ualberta.ca; http://www.humanities.ualberta.ca/MLCS

Sociology

Criminology - Successful candidates will have teaching and research interests in areas such as young offenders and youth justice. PhD (or expected completion by July 2002) and evidence of excellence in teaching and research required. Application deadline: 1 November 2001.

Professor R Sydie, Chair, Department of Sociology, University of Alberta, Edmonton, Alberta, Canada T6G 2H4; Fax: 780-492-7196; email: rsydie@ualberta.ca; http://www.arts.ualberta.ca/socweb

The records arising from these competitions will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP).

The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

Where the world meets

On the edge and leading the way.

UNIVERSITY OF CALGARY

The University of Calgary is an innovative university that builds a spirit of discovery and inquiry while delivering a dynamic life and quality learning experience.

WORKPLACE LEARNING AND LEADERSHIP AND DEVELOPMENT

The Faculty of Continuing Education houses one of Canada's largest and most successful continuing education programs. The Faculty serves over 36,000 learners per year in graduate, undergraduate, diploma, certificate and non-credit programs. We offer the Master of Continuing Education degree, an innovative combination of on-site and distance technologies, with specialization in Workplace Learning and Leadership and Development.

Workplace Learning

The Faculty of Continuing Education is seeking a flourishing teacher/scholar for a tenure-track appointment at the level of assistant/associate professor. As a member of our interdisciplinary team, your teaching and research will contribute to the shape of workplace learning as an emerging field of scholarship and practice. The ability and desire to assume a management position in the Faculty would be considered an asset.

Qualifications: An earned doctorate with an emphasis in workplace learning, adult education, organizational behaviour, knowledge management, human resource management, or a related field. We require a highly creative person who can integrate theory and effective practice. You must also demonstrate a record of excellent teaching and significant scholarship, along with effective management and leadership skills. Experience in teaching with technology, demonstrated success in obtaining research support, international activity, and employment/consulting in workplace learning are all highly desirable.

Leadership and Development

The Faculty of Continuing Education is seeking a flourishing teacher/scholar for a sessional position at the level of assistant/ associate professor. This appointment may be renewed annually but carries no commitment beyond February 28, 2004. As a member of our interdisciplinary team, you will contribute to teaching and research in leadership and development and related areas.

Qualifications: An earned doctorate with an emphasis in leadership development, adult education, organizational behaviour, knowledge management, human resource management, or a related field. Experience in teaching with technology, a strong research interest, demonstrated success in obtaining research support, and employment/consulting in organizational leadership are all significant assets.

The preferred starting date is January 1, 2002. The Workplace Learning and the Leadership and Development competition will remain open until suitable candidates have been chosen; however, consideration of applicants begins on **November 15, 2001**. Please send a letter of application and a curriculum vitae, and the name, address, telephone, fax and e-mail numbers of three referees to **Dr. Faye Wiesenberg**, Chair, Academic Selection Committee, Faculty of Continuing Education, at the address below.

For information about the University of Calgary and the Faculty of Continuing Education, please consult our Web site: www.ucalgary.ca/cted or telephone (403) 220-4707.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

RELIGIOUS STUDIES

The Department of Religious Studies invites applications for a tenure-track position in Religious Experience at the level of assistant professor beginning July 1, 2002.

Candidates should have scholarly proficiency in theoretical and comparative approaches to the study of religious experience. Preference will be given to those with expertise in one or more of the following areas: Religion and Ethics (including environmental ethics); Ritual Studies; Sacred Space and Geography; Mysticism and Spiritual Disciplines; Religion and Society (especially in Canada); and/or Psychology of Religion.

Candidates should have a PhD in Religious Studies and be proficient in academic approaches to the study of religion. The position requires the teaching of undergraduate courses at all levels, as well as the ability to provide graduate supervision and teaching.

The University of Calgary has an employment equity program and encourages applications from all qualified candidates, including women, aboriginal people, visible minorities and people with disabilities. Applications including curriculum vitae and three letters of reference should be sent before **December 1, 2001** to: **Dr. E. Segal**, Head, Department of Religious Studies, at the address below.

For an overview of the department and its members, please visit http://www.ucalgary.ca/UofC/faculties/HUM/RELS/

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada.

PHYSICS AND ASTRONOMY

The Department of Physics and Astronomy invites applications for a tenure-track position at the assistant professor level. Candidates should have experience in the field of Astrophysics, hold a PhD or equivalent, and preferably have post-doctoral experience. The Department has strong programs in x-ray, optical, infrared, and radio astronomy, and operates the Rothney Astrophysical Observatory in the foothills of Calgary. Any application in these areas will be considered with special interest in radio or infrared/submm astrophysics, either ground or space based. Candidates will be assessed on teaching experience, research experience, and research productivity. Applicants should send a detailed curriculum vitae, a statement of teaching and research interests, and the names and addresses (including e-mail) of three individuals who will, if requested, provide letters of reference. The position is available immediately.

The closing date for receipt of applications is **January 2, 2002**, with a tentative starting date of July 1, 2002. E-mail applications will not be accepted. Please send applications to: **Department Head**, Department of Physics and Astronomy, at the address below.

In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada

University of Calgary, 2500 University Dr. N.W., Calgary, AB Canada T2N 1N4

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CAUT BULLETIN

MARKETING

SAINT MARY'S UNIVERSITY — The Department of Marketing invites applications for a tenure-track appointment at the rank of Assistant Professor. Applicants must have a PhD or ABD nearing completion. The Department welcomes applications from any area of marketing although preference may be given to those applicants with experience and interest in teaching International Marketing. The Frank H. Sobey Faculty of Commerce has the largest undergraduate and MBA programs in Atlantic Canada, as well as an Executive MBA program and a variety of certificate and executive-training programs. In addition, the Faculty has recently begun a PhD program in Management. The University also operates a Business Development Center and has a sizable International Activities Office. Applicants should arrange for their application and three letters of reference to be sent to: Dr. Harold J. Ogden, Department of Marketing, The Frank H. Sobey Faculty of Commerce, Saint Mary's University, Halifax, Nova Scotia, B3H 3C3 or faxed to (902) 420-5112. Saint Mary's University is committed to the principals of employment equity.

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Odette School of Business in the Marketing area commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications October 26/01. Contact: Dr. Roger Hussey, Dean, Odette School of Business, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext 3091, Fax: 519 973 7073, Email: jdeslip@uwindsor.ca

MATHEMATICS

YORK UNIVERSITY — Atkinson Faculty of Liberal and Professional Studies, School of Analytic Studies and Information Technology (SASIT), Mathematics Program. Applications are invited for a contractual limited position at the assistant professor level in mathematics or statistics starting July 1, 2002, subject to budgetary approval. Candidates should have a PhD in mathematics or statistics, have experience in teaching mathematics or statistics courses. Duties for this position include teaching a broad range of courses in the Mathematics Program, research, and committee service. Salary will be commensurate with qualifications and experience. Applications should include: a letter of application indicating citizenship/resident status, a curriculum vitae and recent research papers, a statement of teaching and research interests; and any other supporting teaching and research documentation. Applicants should arrange for 3 letters of reference to be forwarded directly by referees. All application correspondence should be sent to: Professor Augustine Wong, Director of Mathematics Program, SASIT, Atkinson Bldg, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3. The deadline for applications is January 31, 2002. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians in reality. York has included racial/visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. persons who are members of one or more of those three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action only if they self identify. For further information in this regard please contact the university's affirmative action office at (416) 736-5713. Canadian citizens and permanent residence will be considered first for this position

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Faculty of Education in the area of Mathematics commencing July 1, 2002. Subject to budgetary approval. Closing date of applications: October 30/01. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext. 3801, Fax: 519 971 3612, Email: progers@uwindsor.ca

THE UNIVERSITY OF TORONTO — The Department invites applications for one or more limited term Assistant Professorships which may, subject to budgetary approval, become available on either the St. George (downtown), Scarborough or Erindale campus, for a period of one to three years, beginning July 1, 2002. Duties consist of teaching and research, and candidates must demonstrate clear strength in both. Preference will be given to candidates with recent doctoral degrees. Salaries commensuate with qualifications. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least three letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily conceived with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available on our WWW Employment Opportunities page: http://www.math.toronto.edu/jobs/. The position code is CLTA: To ensure full consideration, all information should be received by December 1, 2001. Further information about academic positions in the Department of Mathematics is available on the World Wide Web by accessing the above URL. Canadian citizens and permanent residents will be considered first for these positions. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math.toronto.edu

THE UNIVERSITY OF TORONTO — solicits applications for four tenure-stream appointments in the Department of Mathematics. The areas of research interest are partial differential equations and geometry, geometric analysis, gauge theory or symplectic topology, and algebra or number theory. It is intended that the successful applicants will be nominated for a Canadian Research Chair, at either a junior or senior level. Accordingly, candidates are expected to be outstanding mathematicians, whose research and teaching will make major contributions to the quality and stature of the department. The appointments will be made at the rank of either Assistant, Associate or Full Professor, to begin July 1, 2002. Salary commensuiate with experience. Applicants should send a complete C.V., a short statement about their research programme, and appropriate material about their teaching. They should also submit the names of four mathematicians who could be consulted about their work. The application should be sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St George Street, Room 4072, Toronto, Canada M5S 3G3. In addition, it is recommended that applicants submit the electronic application form which is available from our WWW Employment Opportunities page. www.math.toronto.edu/jobs. The position code is CRC. To ensure full consideration, the application should be received by Desember 1, 2001. Applications after this date will be considered until the positions have been filled. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math toronto edu

THE UNIVERSITY OF TORONTO — soliats applications for a tenure-stream appointment in Mathematics. Preference will be given to researchers in the areas of partial differential equations, stochastic differential equations or modelling. The appointment is at the downtown (St. George) campus at open rank, to begin July 1, 2002. Salary commensuraite with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD, in particular, a candidate's research resoid should show clearly the ability to make significant original and independent contributions to mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our WWW Employment Opportunities page: www math toronto edu/ jobs. The position code is OE. To ensure full consideration, this information should be received by December 1, 2001. Applications after this date will be considered until the position has been filled. Canadian citizens and permanent residents will be considered firm for these positions. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diveisity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math.toronto edu.

THE UNIVERSITY OF TORONTO — solicits applications for two tenure-stream appointments in Mathematics. Preference will be given to researchers in the areas of fow-dimensional, geometnc or symplectic topology. The appointment is at the downtown (St George) campus at the rank of assistant professor, to begin July 1, 2002 Salary commensuiate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particulas, a candidate's research iecoid should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appiopriate material about their teaching. They should also aiiange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St George Street, Room 4072, Toronto, Canada M5S 3G3 At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our WWW Employment Opportunities page www math toronto edu/ jobs. The position code is TDP. To ensure full consideration, this information should be received by December 1, 2001. Applications after this date will be considered until the position has been filled. Canadian citizens and permanent residents will be considered firm for these positions. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math toronto edu

THE UNIVERSITY OF TORONTO — soliats applications for a tenure-stream appointment in any area of Pure or Applied Mathematics, with preference given to the areas of Algebra and Geometry. The appointment is at the University of Toronto at Mississauga, Erindale College, at open rank, to begin July 1, 2002. Salary commensuiate with experience. Candidates are expected to have demonstrated excellence in both teaching and research after the PhD; in particular, a candidate's research record should show clearly the ability to make significant original and independent contributions to Mathematics. Applicants should send their complete C.V. including a list of publications, a short statement describing their research programme, and all appropriate material about their teaching. They should also arrange to have at least four letters of reference sent directly to Search Committee, Department of Mathematics, University of Toronto, 100 St. George Street, Room 4072, Toronto, Canada M5S 3G3. At least one letter should be primarily concerned with the candidate's teaching. In addition, it is recommended that applicants submit the electronic application form which is available from our WWW Employment Opportunities page: www.math.toronto.edu/jobs. The position code is OE. To ensure full consideration, this information should be received by December 1, 2001. Applications after this date will be considered until the positions have been filled. Canadian citizens and permanent residents will be considered firm for these positions. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. Any inquiries about the application should be sent to ida@math.toronto.edu.

THE UNIVERSITY OF WATERLOO — The Department of Applied Mathematics invites applications for appointment of a junior (Tier II) Canada Research Chair (CRC) in the broad area of Scientific Computation. The CRC Program has been established with the objective of enabling Canadian universities to foster research excellence by attracting the best researchers from both within and outside Canada. Further details on the CRC program may be viewed at www.chairs.gc.ca. The Department of Applied Mathematics, one of five Departments in the Faculty of Mathematics at the University of Waterloo, is an active centre of research, with interests in a wide variety of areas, including Control Theory, Dynamical Systems, Electroacoustics, Fluid Mechanics, Ordinary and Partial Differential Equations, Quantum Theory, Relativity, and Scientific Computation. There are also close collaborations with the Faculties of Engineering and Science in the University. Further information about the department may be obtained from www.math.uwaterloo.ca/AM_Dept/homepage.html. The Department is seeking an individual with an outstanding research reputation, who will play a leading role in the expansion of its activities in Scientific Computation, and contribute to the development of the proposed Centre for Computational Mathematics and Mathematical Software in the Faculty of Mathematics. The successful applicant will have a strong mathematical background with emphasis on computation, and significant experience in one or more application areas. The potential to establish an active research group of graduate students and postdoctoral fellows, and to initiate interactions with researchers in departments in the Faculties of Science and Engineering, are also essential requirements. Applications complete with a curriculum vitae and the names of three references, should be sent to Dr. J. Wainwright, Chairman, Department of Applied Mathematics, University of Waterloo, Waterloo, ON, Canada N2L 3G1. Review of applications will begin on Desember 1, 2001, and will continue until the position is filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Combinatorics and Optimization invites applications for one or more tenure-track faculty positions, in any area of combinatorics and optimization, but especially in cryptography or quantum computing. While the intention is to make appointments at the rank of Assistant Professor, applications for positions at other ranks will be considered. A PhD and significant evidence of ability in research and the potential for effective teaching are required. Responsibilities will include the supervision of graduate students, as well as teaching at the undergraduate and graduate levels. Successful candidates in cryptography or quantum computing will participate in the Centre for Applied Cryptographic Research or a proposed Institute for Quantum Computation at the University of Waterloo. Salary will depend on the candidate's qualifications. Effective date of appointment: July 1, 2002. These appointments are subject to the availability of funds. Canadians and permanent residents will be considered firm for these positions. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Interested individuals should send curriculum vitae, selected reprints/preprints and the names of three references to Prof. WH Cunningham, Chair, Department of Combinatorics and Optimization, Faculty of

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McGill

Assistant or Junior Associate Professor
Department of Psychology
Human Cognitive Neuroscience or Human Cognitive Science

The Department of Psychology of McGill University seeks applicants for a tenure-track position at the Assistant or junior Associate Professor level in Human Cognitive Neuroscience or Human Cognitive Science. The deadline for receipt of completed applications is **January 1, 2002**, with an anticipated starting date of September 1, 2002. Applicants with interests in any area of human cognitive neuroscience or human cognitive science will be considered.

The Department has excellent facilities for interdisciplinary research through its links with related academic departments at McGill and other universities in Montreal, research units in the McGill University Health Centre including the Montreal Neurological Institute, and McGill Cognitive Science. Applicants at the Assistant Professor level should present early evidence of the ability to establish a record of significant, externally funded research productivity, and applicants at the Associate Professor level should have such a record. All applicants are expected to have an aptitude for undergraduate and graduate teaching.

Applicants should arrange for three confidential letters of recommendation to be sent to the address below. A curriculum vitae, description of current and proposed areas of research, selected reprints of published or in press research articles, a description of areas of teaching competency, interest, and approaches, and other relevant material, should also be sent to:

Chair
Human Cognitive Neuroscience/Human Cognitive Science Search Committee
Department of Psychology
McGill University
1205 Dr. Penfield Avenue
Montreal, Quebec, Canada H3A 1B1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment.

L'Université de Moncton, établissement de langue française en milieu acadien, recherche des candidatures afin de pourvoir les postes suivants :

Professeures ou professeurs
Deux postes réguliers menant à la permanence et un poste temporaire

La Faculté des arts et des sciences sociales et la Faculté des sciences de la santé et des services communautaires recherchent des professeures ou professeurs possédant un doctorat dans la discipline appropriée, qui seront embauchés au rang d'ajointe ou d'adjoint, et qui enseigneront dans les domaines suivants :

- **1 poste régulier en science politique**
- **1 poste temporaire en traduction (pour la session d'hiver 2002)**
- **1 poste régulier en psychologie clinique**

Seront également considérées les candidatures exceptionnelles de personnes sur le point d'obtenir un doctorat dans la discipline appropriée au cours de la prochaine année. Dans ce dernier cas, une lettre de recommandation de la directrice ou du directeur de thèse est demandée.

Entrée en tonction et traitement : Pour les postes en science politique et en traduction, l'entrée en tonction est prévue pour le 1er décembre 2001; pour le poste en psychologie clinique, elle est prévue pour le 1er juillet 2002. Les critères servant à définir le rang professoral et le traitement annuel sont établis dans la convention collective. Enfin, la maîtrise du français est essentielle, tant à l'oral qu'à l'écrit.

Une description détaillée de ces postes, incluant les tonctions, les exigences et les délais pour postuler, est disponible dans te site Internet de l'Université de Moncton (campus de Moncton) à l'adresse suivante : http://www.umoncton.ca/resshum

Fermeture du concours : Pour le poste en science politique, les candidatures seront reçues jusqu'au vendredi 5 octobre 2001; pour celui en traduction, elles seront reçues jusqu'au vendredi 19 octobre 2001; pour celui en psychologie clinique, elles seront reçues jusqu'au mardi 15 janvier 2002.

UNIVERSITÉ DE MONCTON

Un accent sur le savoir

L'Université de Moncton souscrit à l'équité en matière d'emploi et encourage les candidatures de toute personne qualifiée, femme ou homme, y compris les autochtones, les personnes handicapées et les membres des minorités visibles. Conformément aux exigences relatives à l'immigration au Canada, ce concours s'adresse aux citoyennes et citoyens canadiens ainsi qu'aux personnes ayant obtenu le droit d'établissement au Canada

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Faculty of Law **University of Toronto**

Tenure Track Appointments Assistant, Associate & Full Professorships

The University of Toronto Faculty of Law invites applications from outstanding scholars for eight tenure track professorships at the level of assistant, associate or full professor to commence July 1, 2002.

Four positions are earmarked for scholars with demonstrated interests in the areas of electronic commerce; international law and development; international human rights; and environmental law, respectively. Endowed chairs have been established in each of these areas which may be filled during the search process, depending on the experience and qualifications of the successful candidates. One additional position is earmarked for a scholar with demonstrated interests in the area of Aboriginal law.

The Faculty is also seeking outstanding scholars for three non-earmarked positions.

Salary will be commensurate with experience and qualifications.

Interested applicants should forward a curriculum vitae, copies of law and graduate transcripts, a writing sample and the names of three referees to:

Kate Hilton
Secretary, Appointments Committee
Faculty of Law, University of Toronto
84 Queen's Park, Toronto, Ontario, M5S 2C5

k.hilton@utoronto.ca

Applications must be submitted by **November 15, 2001**. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for these positions.

Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1, E-mail: comboptg@math.uwaterloo.ca Phone: (519) 888-4567 x3482. Fax: (519) 725-5441. Web: http://www.math.uwaterloo.ca/CandO_Dept/homepage.html Closing date for receipt of applications is December 15, 2001.

THE UNIVERSITY OF WATERLOO — The Faculty of Mathematics is seeking outstanding researchers as candidates for Canada Research Chairs. The Faculty expects to fill ten such Chairs between now and 2005. Information on the Canada Research Chair Program can be found at http://www.chairs.gc.ca. The Faculty of Mathematics conducts leading research in numerous areas including actuarial science, computer science, combinatorics and optimization, pure and applied mathematics, and statistics. Information about the Faculty can be found at its web site: http://www.math.uwaterloo.ca/Faculty/index.html. Exceptional candidates in any area in which the Faculty conducts research will be considered. Applications should include a curriculum vitae, a statement of teaching and research objectives and the names of at least four persons who might serve as references. Applications should be sent to: Office of the Dean, Faculty of Mathematics, University of Waterloo, Waterloo, ON N2L 3G1. Review of applications will begin when received, and will continue until the positions have been filled. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples and persons with disabilities

THE UNIVERSITY OF WATERLOO — The Department of Pure Mathematics invites applications for an anticipated tenure-track position starting July 1, 2002. The Department is particularly interested in candidates with research interests in algebra, number theory, geometry or topology, though outstanding candidates in any area of Pure Mathematics will be considered. In order to be considered for a position, a PhD is required. Postdoctoral experience is preferred. An appointment will be offered only to someone with very strong research and teaching qualifications. The closing date for receipt for applications is December 1, 2001. Applicants should submit their curriculum vitae, together with the names of at least three referees, and should arrange for letters of reference to be sent directly from the referees. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be given first consideration for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native people, and persons with disabilities. This appointment is subject to the availability of funds. Please send applications to: Dr. B. Forrest, Chair, Department of Pure Mathematics, University of Waterloo, Waterloo, Ontario, Canada N2L 3G1. The department's Web page is at http://math.uwaterloo.ca/PM_Dept/homepage.html.

MATHEMATICS & STATISTICS

THE UNIVERSITY OF REGINA — Department of Mathematics and Statistics. The Department invites applications for two tenure-track positions at the Assistant Professor level in statistics. The department has a particular interest in applicants specializing in applied statistics, statistical methodology, multivariate analysis, Bayesian statistics and survey sampling but outstanding applications in all areas of statistics will be considered. The positions will begin July 1, 2002. Candidates must have completed a PhD or be near completion, have a commitment to effective and innovative teaching and have demonstrated evidence to conduct scholarly research. Practical knowledge of statistical software such as SAS and S-PLUS will be an asset. Duties will include teaching courses and conducting research/consulting. Interested applicants should send curriculum vitae, research plan, teaching philosophy, and arrange for at least three confidential letters of recommendations, with one addressing teaching, to be sent to address given below. Limited term position in actuarial science. This is a three-year term position at the rank of Lecturer or Assistant/Associate Professor. The position is to commence on July 1, 2002. Duties will include teaching courses in the Actuarial Science Program, conducting consulting/research, and service to professional actuarial associations. Academic positions may be offered according to experience, qualifications, and professional accreditation in the CIA, SOA, or CAS. Salary and rank will be commensurate with qualifications and experience. Interested applicants should send curriculum vitae, and arrange for at least three confidential letters of recommendations to be sent to: Dr. S. Ejaz Ahmed, Professor & Head, Department of Mathematics and Statistics, University of Regina, Regina, Saskatchewan, S4S 0A2, Canada, Tel: (306) 585-4148, Fax (306) 585-4020, E-mail: ahmed@math.uregina.ca. The closing date for applications is October 31, 2001. Applications will be received until the positions are filled; however, review of applications will begin immediately after the deadline. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Regina is committed to the principle of equity. Information about the department can be found at http://www.math.uregina.ca/

YORK UNIVERSITY — Applications are invited for a tenure-track appointment at the Assistant Professor level in the Department of Mathematics and Statistics to commence July 1, 2002. Applications in Algebra, Logic, or related areas will be considered. The successful candidate must have a PhD and is expected to have a proven record of research and superior teaching ability. Preference will be given to candidates who can strengthen existing areas of present and ongoing research activity. The selection process will begin on January 7, 2002. Applicants should send resumes and arrange for three letters of recommendation (one of which should address teaching) to be sent directly to: Pure Mathematics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada, M3J 1P3. Fax: (416) 736-5757. E-mail: pure.recruit@mathstat.yorku.ca, www.math.yorku.ca/Hiring/ In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. All positions at York are subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included as visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racial/visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available in Statistics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF OTTAWA — The Department of Mathematics and Statistics invites applications for two tenure-track positions starting July 1, 2002. One position will be for a recent PhD at the Assistant Professor level. For the second position, the rank and salary will be commensurate with qualifications and experience. Applications in all areas of mathematics and statistics will be considered. Applicants should send a curriculum vitae, a research plan, and arrange for four confidential letters of recommendations, with one addressing teaching, to be sent to Erhard Neher, Chairman, Department of Mathematics and Statistics, University of Ottawa, Ottawa, ON Canada, K1N 6N5. Applicants are also encouraged to include up to three copies of their most significant publications. The evaluation of files will start October 15, 2001, but applications will be accepted until the positions have been filled. Conditions of employment are set by a collective agreement. Employment equity is University policy and the University strongly encourages applications from women. Canadian citizens and permanent residents will be considered first for these positions. Information about the department can be found at http://www.science.uottawa.ca/mathstat

THE UNIVERSITY OF NEW BRUNSWICK — The Department of Mathematics and Statistics (http://www.math.unb.ca/) invites applications for a tenure-stream position at the Assistant-Professor level, effective July 1, 2002. Candidates are expected to have a PhD in any area of pure or applied mathematics, or a related discipline. Applicants should have a proven record of research and successful experience in teaching. Preference will be given to candidates whose expertise could enable them to collaborate on research with at least one current member of the Department. Salary will depend on the candidate's qualifications. The University offers competitive salaries and benefits. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of New Brunswick is committed to the principle of employment equity. Applicants should provide their CVs and descriptions of their research and teaching interests, and arrange for three letters of reference to be sent. Application materials should be directed by e-mail, fax or post to: Dr. Jon Thompson, Chair, Department of Mathematics & Statistics, University of New Brunswick, PO Box 4400, Fredericton, N.B. E3B 5A3; e-mail: dept@math.unb.ca, fax 506-453-4705. The deadline for receipt of applications is November 15, 2001.

McGILL UNIVERSITY — The Department of Mathematics and Statistics expects to fill one tenure-track position in Applied Mathematics, one in Pure Mathematics and one in Statistics in the coming academic year 1. Applied Mathematics: The position is in scientific computing, preferably in relation to partial/stochastic differential equations or dynamical systems and their applications. Applicants should have a strong background in Mathematics. 2. Pure Mathematics: The position is in number theory or geometry (algebraic, arithmetic or differential). Preference will be given to candidates with postdoctoral experience. 3. Statistics. Preferred areas of specialization are computational statistics, sample surveys and time series analysis, although not exclusively so. Preference will be given to applicants with a strong theoretical background in Statistics, whose work is driven by applications. While the appointments are expected to be made at the level of an Assistant Professor, the Department will consider applicants for senior positions. Candidates should have a doctorate degree by the time of appointment. They are also expected to have demonstrated the capacity for independent research of excellent quality. Selection criteria include research accomplishments, as well as potential contributions to the educational programs of the Department at the graduate and undergraduate levels. Applications with a curriculum vitae, a list of publications, a research outline, an account of teaching experience, a statement on teaching and the names, phone numbers and e-mail addresses of at least four references (with one addressing the teaching record) should be sent to Professor J.P. Labute, Associate Chair, Department of Mathematics and Statistics, McGill University, 805 Sherbrooke Street West, Montreal, Quebec, Canada H3A 2K6, E-mail: labute@math.mcgill.ca. Candidates must arrange to have the letters of recommendation sent directly to the above address. Candidates are encouraged to include copies of up to 3 selected reprints or preprints with their application. To ensure full consideration, applications must be received by November 30, 2001. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. However, all outstanding candidates will be considered. McGill University is committed to equity in employment.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Mathematics and Statistics in the area of Actuarial Science and Department Head commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: Department Head, October 30/01, Actuarial Science, January 25/02. Contact: Dr. Alan Gold, Interim Head, Mathematics & Statistics, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3034, Fax 519.971.3649 Email: goldt1@uwindsor.ca

MATHÉMATIQUES ET STATISTIQUE

L'UNIVERSITÉ D'OTTAWA — Le Département de mathématiques et de statistique met en concours deux postes de professeur menant à la permanence. Entrée en fonction le 1er juillet 2002. Un des postes, de niveau professeur assistant, s'adresse à des candidats ayant obtenu récemment leur doctorat. En ce qui concerne le second, le niveau ainsi que le salaire dépendront des qualifications et de l'expérience. Toute demande, dans quelque domaine que ce soit en mathématiques ou en statistiques, sera prise en considération. Les candidat(e)s doivent faire parvenir leur dossier de candidature au directeur du département, Erhard Neher. Département de mathématiques et de statistique, Université d'Ottawa, Ottawa ON Canada, K1N 6N5. Les dossiers commencent à être évalués à compter du 15 octobre 2001; on continuera toutefois d'accepter des demandes jusqu'à ce que les postes soient comblés. Les dossiers doivent comprendre le curriculum vitae, le plan de recherche, quatre lettres de recommandation confidentielles dont une sur l'enseignement ainsi qu'au plus trois liées à part des contributions récentes les plus importantes du candidat(e). Les conditions d'emploi suivent les dispositions d'une convention collective. L'Université a une politique d'équité en matière d'emploi. Les femmes sont fortement encouragées à poser leur candidature. On étudiera d'abord les demandes des citoyens canadiens et des résidents permanents. Pour plus de renseignement voir http://www.science.uottawa.ca/mathstat.

MEDICINE

THE UNIVERSITY OF ALBERTA — The Department of Family Medicine invites applicants for the Assistant Program Director position in its CFPC Emergency Medicine Program. The individual will be appointed at the rank of Assistant Professor. This is a trust-funded position and is available immediately. The successful applicant must possess Certification in Family Medicine/Emergency Medicine with the College of Family Physicians of Canada (or equivalent) and be eligible for licensure with the College of Physicians and Surgeons of Alberta. The incumbent is responsible for in-training and program evaluations, the organization and running of academic rounds and teaching activities, program review, and the review of applications to the program. The incumbent is expected to have previous family medicine/emergency medicine experience in a teaching role, demonstrated dependability, excellent communication and interpersonal skills. Research interests and a demonstrated track record in research would be an asset. Salary range: Assistant Professor $45,374 to $64,238, with clinical earnings as per university ceiling. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. Applicants should include a current curriculum vitae and names and addresses of three references. Applications to be submitted in confidence by Wednesday, October 31, 2001 to: Dr. G.R. Spooner, Professor and Chair, Department of Family Medicine, 12-103 Clinical Sciences Building, University of Alberta, Edmonton, Alberta, T6G 2G2. Tel: (780) 492-6613, Fax: (780) 492-8191. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta bases on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

THE UNIVERSITY OF MANITOBA — Faculty of Medicine. Applications are invited for a full time contingent position at the Assistant Professor level commencing as soon as possible. The successful applicant will be responsible for the establishment of an independent research program in Pharmacology in the areas of pharmacogenomics, drug metabolism, pharmacokinetics and toxicology. Applicants must hold a PhD or equivalent degree. An undergraduate degree in Medicine or Pharmacy is desirable. Duties will also require some mentoring and teaching of graduate and undergraduate students and of clinical fellows. Salaries are negotiable depending upon research experience and qualifications. The Department of Pharmacology has established research programs in cardiovascular, hepatic, neuro, renal and clinical pharmacology. More information can be found at http://www.umanitoba.ca/faculties/medicine/units/pharmacology. The University of Manitoba encourages applications from qualified women and men, including members of the visible minorities, Aboriginal peoples and persons with disabilities. All qualified individuals are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a) a curriculum vitae, b) description of research interests, c) up to five reprints of publications, d) names, telephone numbers and addresses of at least three referees to: Dr. R. Rose, Professor and Chair of Search Committee, Department of Pharmacology and Therapeutics, University of Manitoba, 311-753 McDermot Avenue, Winnipeg, R3E 0T6, Canada. The closing date for applications is November 15, 2001

THE UNIVERSITY OF MANITOBA — Faculty of Medicine. Applications are invited for a full-time tenure track position at the Assistant Professor level commencing as soon as possible. The successful applicant will be responsible for the establishment of independent Clinical Pharmacology research program and development of collaborative research links with members of the Department of Pediatrics. Preference will be given to applicants with a PhD in Pharmacology or equivalent degree. An undergraduate degree in Medicine or Pharmacy is desirable. Duties will also require some mentoring and teaching of graduate and undergraduate students and of clinical fellows. Salaries are negotiable depending upon experience and qualifications. The Department of Pharmacology has established research programs in cardiovascular, hepatic, neuro, renal and clinical pharmacology. More information can be found at http://www.umanitoba.ca/faculties/medicine/units/pharmacology. The University of Manitoba encourages applications from qualified women and men, including members of the visible minorities, Aboriginal peoples and persons with disabilities. All qualified individuals are encouraged to apply. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. Please send a) a curriculum vitae, b) description of research interests, c) up to five reprints of publications, d) names, telephone numbers and addresses of at least three referees to: Dr. R. Rose, Professor and Chair of Search Committee, Department of Pharmacology and Therapeutics, University of Manitoba, 311-753 McDermot Avenue, Winnipeg, R3E 0T6, Canada. The closing date for applications is November 15, 2001

L'INSTITUT SHASTRI INDO-CANADIAN INSTITUTE

VICE-PRESIDENT INDIA OFFICE 2002–2003

The Shastri Indo-Canadian Institute invites applications for the position of Vice-President (India Office), from Canadian academics who have retired recently or will be on sabbatical or administrative leave between July 1, 2002 and June 30, 2003. A two year posting would be desirable in the case of a retired academic.

Application Information

The Institute is a binational organization that offers a variety of programmes in India Studies, Canadian Studies, and Development Studies with membership that includes twenty Canadian universities and the Canadian Museum of Civilization. The ideal candidate will be a senior academic with substantial administrative experience, a thorough familiarity with the Shastri Institute and its activities, and the capacity to deal effectively with civil servants, diplomats, and academics. The individual would be responsible for overseeing a number of activities and scholarship programmes as well as liaising and co-coordinating with the Government of India and others, and overseeing the adjudication of fellowship competitions. The remuneration includes furnished accommodation in central New Delhi, the use of a car for official purposes, and a living, travel and research allowance. Since part of the remuneration is in the form of a research fellowship, the candidate should have a research proposal related to India. Applications should include the following materials:

- a cover letter explaining the candidate's suitability for the position
- a curriculum vitae.
- a formal research proposal (application form available from the Programme Officer or website).
- a letter from the appropriate university authority stating that, if appointed, the candidate will be released from institutional duties between July 1, 2002 and June 30, 2003 (if applicable).

Applications must be received by November 19, 2001 at the following address: (Please note that applications sent by facsimile or e-mail will not be accepted).

The President, Shastri Indo-Canadian Institute
1402 Education Tower, 2500 University Drive NW,
Calgary AB, T2N 1N4
Tel: (403) 220-7467
Fax: (403) 289-0100
E-mail: sici@acs.ucalgary.ca
Website: http://www.ucalgary.ca/~sici

The funding for this Programme is subject to budgetary constraints.

UNBC

Nursing Program

Assistant or Associate Professor (Tenure Track Position)

The University of Northern British Columbia invites applications for a tenure track faculty position in the Nursing Program. The Nursing Program provides practice-based nursing education at the undergraduate and graduate level with focus in the areas of Rural and Northern Nursing, Community Health, and Aboriginal Health. The Program offers a 4-year BSN in collaboration with the College of New Caledonia, a Certificate in Rural and Northern Nursing, and a nursing stream within an interdisciplinary MSc in Community Health.

You have a strong clinical background/clinical nursing expertise in gerontological nursing, continuing care and/or community health. Ideal candidates have a doctoral degree or equivalent with at least one degree in nursing. You are eligible for registration with the RNABC and have teaching experience along with evidence of scholarship. Successful applicants will be expected to teach at the undergraduate and graduate levels, practice, and pursue a program of research.

Rank and salary are commensurate with education and experience.

Please forward your curriculum vitae and the names and addresses of three references (including telephone and fax numbers) to: **Dr. Deborah Poff, Vice President Academic & Provost, University of Northern British Columbia, 3333 University Way, Prince George, BC, V2N 4Z9. Fax: (250) 960-7300.** Please direct inquiries to Dr. Robin Fisher, Dean of Arts, Social and Health Sciences, at (250) 960-5823. Fax: (250) 960-5745 Email: tisher@unbc.ca. Applications received before **January 30, 2002** will receive full consideration, however applications will be accepted until the position is filled.

For more information, visit our website: **www.unbc.ca**

In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. The University of Northern British Columbia is committed to employment equity and encourages applications from women, aboriginal peoples, persons with disabilities and members of visible minorities

UNIVERSITY OF NORTHERN BRITISH COLUMBIA www.UNBC.ca

Western

The University of Western Ontario

Chair, Department of Sociology Faculty of Social Science

Nominations and applications are invited for the position of Chair of the Department of Sociology, Faculty of Social Science, effective July 1, 2002. The Sociology Department at The University of Western Ontario is one of the largest in Canada, with more than 25 full-time faculty members specializing in a number of core areas, including Demography, Social Class and Social Change, Health and Aging, Social Psychology, and Quantitative Research Methods.

The expected term of appointment is five years, and the appointment is renewable.

Commitment to quality undergraduate and graduate teaching, and a strong research record are required. Administrative experience is preferred. The selected candidate is expected to show leadership and creativity in addressing the Department's teaching, research and administrative responsibilities, and in achieving the Department's academic goals.

Nominations and applications should be sent to:

Dean Peter Neary
Chair of the Selection Committee (Department of Sociology)
Office of the Dean
Faculty of Social Science
The University of Western Ontario
London, Ontario, Canada N6A 5C2

The deadline for submission is **December 1, 2001.**

Position is subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including members of visible minorities, aboriginal people and persons with disabilities.

pharmacology The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities. All qualified individuals are encouraged to apply In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Please send a) curriculum vitae, b) description of research interests, c) up to five reprints of publications, d) names, telephone numbers and addresses of at least three referees to: Dr. R Bose, Professor and Chair of Search Committee, Department of Pharmacology and Therapeutics, University of Manitoba, 311-753 McDermot Avenue, Winnipeg, R3E 0T6, Canada. Phone (204) 789-3562, Fax (204) 789-3932, e-mail: rbose@ms umanitoba ca The closing date for applications is November 15, 2001

THE UNIVERSITY OF MANITOBA — Faculty of Medicine The University invites applications for one full-time position at the rank of Assistant Professor in the Division of Neurovirology and Neurodegenerative Disorders at the St Boniface Hospital Research Centre (www.sbc.ca/dnnd) Applicants should have a M.D. and/or PhD degree with at least 3 years of postdoctoral research experience in modern molecular, neuroanatomical and/or electrophysiological techniques The candidate is expected to establish an independent research program in the area of neurodegenerative disorders, collaborate with other Principal Investigators in the Division (Drs Jonathan O Geiger, Michael B Mayne, Gordon W. Glazner), and teach undergraduate, graduate and medical students Salary will be commensurate with experience and qualifications. This position would start January 1, 2002 or as soon thereafter as possible The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples and persons with disabilities In accordance with Canadian Immigration requirements this advertisement is directed to Canadian citizens and permanent residents Please send your curriculum vitae, statement of research goals, and names and contact information of three references to: Dr J.O Geiger, Director, Division of Neurovirology and Neurodegenerative Diseases, St. Boniface Hospital Research Centre, R4046-351 Taché Avenue, Winnipeg, Manitoba, Canada, R2H 2A6 Closing date for receipt of applications is November 15, 2001

MICROBIOLOGY & IMMUNOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Microbiology and Immunology has three tenure track positions available for investigators whose research interests lie within one of the following areas microbial environgenomics, microbial ecology, microbial pathogenesis, antimicrobial drug development and innate immunity Two of the positions will be supported by the Canadian Research Chair Program that has been introduced by the Canadian Government with the purpose of attracting or retaining outstanding researchers. Appointments will be at the Assistant Professor level, although suitably qualified applicants will be appointed at more senior levels The Department of Microbiology and Immunology has a strong research record and a thriving graduate program. The Department is well equipped and has the resources for considerable infrastructure development over the next few years. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply. In accordance with Canadian Immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada Applicants should identify citizenship and/or immigration status. In order to address underrepresentation of members of designated equity groups among senior faculty, we may consider making an appointment at a higher rank for a woman, visible minority, disabled, or aboriginal applicant with exceptional qualifications Interested individuals should send a CV, a summary of proposed research activity over the next five years, and the names of three referees to Nancy Kan, Secretary to the Head, Department of Microbiology and Immunology, 300-6174 University Boulevard, Vancouver, BC, V6T 1Z3, Canada The deadline for applications is November 30, 2001 Inquiries by e-mail: nkan@interchange ubc.ca

MODERN LANGUAGES & LITERATURES

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor, to begin 1 July 2002, in Italian and Comparative Literature Requirements include PhD by the time of employment; native or near-native fluency in Italian and English; demonstrated excellence in university-level teaching of language and literature, evidence of strong commitment to research Teaching responsibilities will include graduate and undergraduate courses in literature and language, course co-ordination, and program development. Please send letter of application, curriculum vitae, and three letters of reference to Prof Angela Esterhammer, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax (519) 661-4093 Applications must be received by 30 November 2001 Positions are subject to budgetary approval Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities

THE UNIVERSITY OF WESTERN ONTARIO — The Department of Modern Languages and Literatures invites applications for a Probationary (tenure-track) position at the rank of Assistant Professor, to begin 1 July 2002, in Latin-American literature and culture. Requirements include PhD by the time of employment, native or near-native fluency in Spanish and English; demonstrated excellence in university-level teaching, evidence of strong commitment to research Expertise in Comparative Literature is an asset. UWO is a large research/teaching university that offers graduate programs in Spanish and Comparative Literature, diverse undergraduate programs, and support for classroom technology Please send letter of application, curriculum vitae and three letters of reference to Prof Angela Esterhammer, Chair, Department of Modern Languages and Literatures, The University of Western Ontario, London, Ontario, Canada, N6A 3K7; fax (519) 661-4093 Applications must be received by 30 November 2001 Positions are subject to budgetary approval. Canadian Citizens and Permanent Residents will be considered first for this position. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities.

MUSIC

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Faculty of Education in the area of Music commencing July 1, 2002 Subject to budgetary approval. Closing date of applications: October 30/01 For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 3801, Fax: 519.971 3612 Email: progers@uwindsor.ca

THE UNIVERSITY OF WINDSOR — invites applications for tenure-track positions in the School of Music in the areas of Music Theory/Composition, Music History and Literature, and Music Therapy commencing July 1, 2002. Subject to budgetary approval For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: November 30/01. Contact: Professor David Palmer, Director, School of Music, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext 2780, Fax: 519 971.3614, Email: dpalmer@uwindsor.ca

NEUROPSYCHOLOGIST

THE UNIVERSITY OF MANITOBA — The Department of Clinical Health Psychology, Faculty of Medicine and the Psychology Programme of the Winnipeg Regional Health Authority (WRHA) invite applications for a Contingent, Geographic Full-Time (GFT) Clinical Neuropsychologist to provide services to the Post-Acute Neurosurgery Unit and the developing Deep Brain Stimulation Programme Clinical research, teaching and supervision of psychology interns in our CPA and APA accredited internship programme are also expected The position will commence March 1, 2002, or as soon as possible thereafter. Candidates must have a PhD in Clinical Psychology from a CPA/APA accredited Clinical Psychology training programme, have completed a CPA/APA accredited internship, have relevant training and experience in clinical neuropsychology, and be eligible for registration as a psychologist in Manitoba Salary and rank will be commensurate with qualifications and experience The GFT agreement provides for private practice opportunities on-site The University encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, priority consideration will be given to Canadian citizens and permanent residents. Closing date for receipt of applications is December 1, 2001. Interested persons should apply in writing, including curriculum vitae, and have three individuals familiar with their work send reference letters to Dr. John Arnett, Professor and Head, Department of Clinical Health Psychology, Faculty of Medicine, University of Manitoba, P2-350, 771 Bannatyne Avenue, Winnipeg, Manitoba, Canada R3E 3N4, e-mail: jarnett@exchange.hsc.mb.ca, fax: (204) 787-3755

NEUROSURGERY

THE UNIVERSITY OF MANITOBA — The Section of Neurosurgery, Department of Surgery, Faculty of Medicine at the University of Manitoba, and Surgery Program of the Winnipeg Regional Health Authority seeks a contingent geographical full-time Neurosurgeon with fellowship training in neuro-vascular procedures to commence February 1, 2002, or as soon as possible thereafter. The clinical neurosurgery service is located at the Health Sciences Centre in Winnipeg and serves a population of 1.25 million There is excellent support from the Section of Neurology and the Department of Radiology, with commitment to build a state-of-the-art neuroradiology angiogram suite The program incorporates a rich mix of emergent and elective neurosurgery The Department of Surgery has a Masters of Science Program and PhD qualifications are provided in associated specialties The successful candidate will have responsibilities for the teaching, research, and clinical activities. Candidates must have senior qualifications in Neurosurgery in the country of current practice, and must be eligible for registration with the College of Physicians and Surgeons of Manitoba Certification in Neurosurgery by the Royal College of Physicians and Surgeons of Canada is preferred. Salary and academic rank will be commensurate with experience and qualifications Salary and benefits are competitive. The University of Manitoba encourages applications from qualified women and men including members of visible minorities, Aboriginal peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents Applications, accompanied by a curriculum vitae, a list of publications, and the names of three referees, should be sent to Position Number AGP 568, Michael West, MD, PhD, FRCSC, FACS, Professor and Chief, Section of Neurosurgery MS733 Thorlakson Building, Health Sciences Centre, 820 Sherbrook Street, Winnipeg, Manitoba R3A 1R9, Telephone: (204) 787-7261, Fax: (204) 787-3851, Email: mwest@hsc.mb.ca. Closing date for receipt of applications is January 1, 2002

NURSING

THE UNIVERSITY OF WINDSOR — invites applications for three tenure-track positions in the Faculty of Nursing commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: October 31/01 Contact: Dr Sheila Diesen, Dean, Faculty of Nursing, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253 3000, Ext 2259; Fax. 519 973.7084, Email: diesen@uwindsor.ca

ORGANIZATIONAL BEHAVIOUR

UNIVERSITY OF TORONTO at SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting for a tenure stream position in Organizational Behaviour, rank open. Duties include undergraduate teaching at the University of Toronto at Scarborough, graduate teaching the St. George campus, and research Candidates should have a PhD or equivalent, with evidence of excellence in teaching and research Candidates should be prepared to make a commitment to building a strong undergraduate program in Management at a suburban campus of the University of Toronto while also participating in the graduate life of the university. The position will begin on July 1, 2002 Interested candidates should send a c.v., evidence of excellence in teaching and research, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca) The deadline for applications is November 15, 2001. The University is strongly committed to diversity within its community The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas

UNIVERSITY OF TORONTO at SCARBOROUGH — The Division of Management (www.utsc.utoronto.ca/~mgmt/) is recruiting a Lecturer to teach organizational behaviour (micro, macro, management skills) Duties also include participating in the governance of the Division of Management, but there is no requirement to do research Candidates should have at least a Master's degree and provide evidence of excellence in teaching. The position is initially for one year, with possibility of renewal, beginning on July 1, 2002 Interested candidates should send a c.v., evidence of excellence in teaching, and should have three referees send letters to Professor Sandford Borins, Chair, Division of Management, University of Toronto at Scarborough, 1265 Military Trail, Toronto, ON M1C 1A4 (borins@utsc.utoronto.ca) The deadline for applications is December 1, 2001. The University is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others whose sexual orientation or background may contribute to further diversification of ideas.

PHARMACY

THE UNIVERSITY OF TORONTO — Applications are invited for a tenure-track position in Molecular Toxicology at the Assistant Professor level. Existing departmental interests include developmental toxicology, neurotoxicology, biochemical toxicology and immunotoxicology. In addition to establishing an independent research program and supervising graduate students in the Graduate Department of Pharmaceutical Sciences, the successful candidate will be responsible for the delivery of an undergraduate half-course in the biochemistry of disease and contribute to undergraduate and graduate courses in toxicology The successful candidate must have a PhD degree with relevant postdoctoral training. He/she should have published evidence of a strong biochemical and molecular genetic background and preferably established an independent research program evidenced by publications and extramural grant support Applicants should submit a current curriculum vitae, reprints of recent publications, an outline of future research plans and, arrange to have three letters of reference sent to: Dr. K. Wayne Hindmarsh, Dean, Faculty of Pharmacy, University of Toronto, 19 Russell Street, Toronto, Ontario, Canada, M5S 2S2, Tel.: 416/978-2890; Fax: 416/978-8511 E-mail: wayne hindmarsh@utoronto ca Deadline for applications October 31, 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal person, person with disabilities, and others who may contribute to further diversification of ideas Canadian citizens and permanent residents will be considered first for this position Advertisements within Canada

PHILOSOPHY

THE UNIVERSITY OF GUELPH — invites applications for a tenure track position in the History and Philosophy of Science at the rank of Assistant Professor, effective August 1, 2002 or negotiable Strong academic credentials and the ability to teach a large first-year undergraduate History course in Science and Society are essential The ability to teach in both History (60%) and Philosophy (40%) is required, and a completed PhD is desirable The appointee will be expected to contribute to undergraduate teaching at all levels and to participate in one or preferably both of the Departments' graduate (M.A. and PhD) programs. The appointee will have demonstrated commitment to teaching and research excellence An interest in new teaching technologies is desirable. The University of Guelph is a mid-sized, highly ranked comprehensive university located one hour's drive west of Toronto Applicants should send current curriculum vitae, email address, statement of research and teaching interests, and samples of publications, and should arrange to have three letters of reference sent to Dr. Peter Loptson, Chair of Selection Committee, Department of Philosophy, University of Guelph, Guelph, Ontario N1G 2W1 by December 15, 2001. (See: www.uoguelph.ca/history and www.uoguelph.ca/philosophy) This appointment is subject to final budgetary approval Canadian citizens and permanent residents will be considered first for this position The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff We therefore particularly encouage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in social/political philosophy. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience concordia ca/internet/jobs.cfm.

McMASTER UNIVERSITY — The Department of Philosophy in conjunction with the Programme in Communication Studies invites applications for a tenure-track joint position in Social & Political Philosophy and Communication Studies The successful candidate is expected to have a PhD and to show promise of excellence in teaching and research The Department of Philosophy offers an Honours Undergraduate Program, an MA Program and, jointly with Guelph University and Wilfrid Laurier University, a Doctoral Program The Communication Studies Programme is a new interdisciplinary programme offered by the Faculty of Humanities Teaching, research, and administrative responsibilities will be fulfilled jointly between the Department and the Programme The appointment will be made at the Assistant Professor level, for which the current minimum salary is $43,662. The starting date is July 1, 2002. Applications, including curriculum vitae, a sample publication and letters sent by three academic referees, should be addressed to Dr W. Waluchow, Acting Chair, Department of Philosophy, McMaster University, 1280 Main Street West, Hamilton, Ontario L8S 4K1 Applications received before November 15, 2001 will be assured of consideration. Canadian citizens and permanent residents will be considered first for this position. McMaster University is committed to employment equity and encourages applications from all qualified candidates, including aboriginal peoples, persons with disabilities, members of visible minorities and women.

UNIVERSITY OF TORONTO at MISSISSAUGA ERINDALE COLLEGE — Philosophy. Applications are invited for a Tenure-stream position, Assistant Professor, Department of Philosophy, Erindale College, University of Toronto. PhD and evidence of excellent teaching required. Area of specialization: Cognitive Science/Philosophy of Mind. Area of competence: Philosophy of Language. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Erindale Campus and graduate courses at St. George Campus. Salary commensurate with qualifications Applications, including a complete dossier, a writing sample, and a least three letters of reference, should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1 Appointment commences 1 July 2002. Applications arriving after 30 November 2001 may be too late In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position.

UNIVERSITY OF TORONTO at MISSISSAUGA ERINDALE COLLEGE — Philosophy. Applications are invited for a Tenure-stream position, Assistant Professor, or a Tenurable position, Associate Professor or Full Professor, Department of Philosophy, Erindale College, University of Toronto. PhD and evidence of excellence in research and teaching required. Area of specialization: Early Modern Philosophy or Ancient Philosophy Area of competence: Open. Duties will include research and teaching in area of specialization. The successful candidate will teach undergraduate courses at the Erindale Campus and graduate courses at St. George Campus. Salary commensurate with

BROCK UNIVERSITY

Faculty of Business POSITIONS AVAILABLE

Accounting

Brock University invites applications for a tenure-track position in Accounting. The position starts July 1, 2002

Description: Full-time, tenure-track, at at the Assistant or Associate Professor level, dependent upon qualifications. Consideration at the Full Professor level will be given in exceptional circumstances

Qualifications: Qualifications include: a doctorate in Accounting (completed or near completion) Preferred areas are managerial accounting and/or taxation, although applicants in all areas will be considered. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply.

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: **Dr. Don Cyr, Acting Chair, Department of Accounting and Finance, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1.** E-mail: (preferred) dcyr@spartan.ac.brocku ca, Website: www.brocku.ca

Human Resource Management

Brock University invites applications for a tenure track position in Human Resource Management The position starts July 1, 2002

Description: Full-time, tenure-track, at at the Assistant or Associate Professor level, dependent upon qualifications Consideration at the Full Professor level will be given in exceptional circumstances

Qualifications: Qualifications include a PhD or equivalent (completed or near completion) in Human Resource Management or related areas. A Certified Human Resources Professional is desired. Duties include teaching and research in Strategic Human Resource Planning, Human Resource Information Management and other Human Resources Management courses at the undergraduate and graduate level. Brock University is committed to a positive action policy aimed at reducing gender imbalance. Qualified women candidates are especially encouraged to apply

Application Procedure: Applications are accepted until the position is filled and should be submitted, with a curriculum vitae and the names and addresses of three referees, to: **Dr. Eli Levanoni, Chair, Department of Management, Marketing and Human Resources, Faculty of Business, Brock University, St. Catharines, ON Canada L2S 3A1**, E-mail: (preferred) elevanon@spartan.ac brocku ca, Website: www.brocku.ca.

The Faculty of Business consists of two departments, the Department of Accounting and Finance and the department of Management, Marketing & Human Resources. The Faculty of Business, which has approximately 50 full-time members, offers a Bachelor of Business Administration (BBA) degree and a Bachelor of Accounting (BACC) degree, both with a co-op option, as well as a Masters of Accountancy with specialized courses in Finance. In addition, plans are in process to introduce an MBA in 2002 and the Faculty of Business is in the candidacy stage of AACSB accreditation.

Area: Brock University is located in St. Catharines, Ontario in the heart of the scenic Niagara peninsula, approximately one hour's drive from the city of Toronto and 40 minutes from Buffalo, New York. A stable manufacturing base in addition to expanding sectors such as wine-making, tourism and horticulture provides for a dynamic high growth area with an exceptional range of professional and recreational opportunities.

Salary: Competitive and commensurate with qualifications.

Tenure-Stream Position
Accounting

Schulich School of Business, York University, www.schulich.yorku.ca

The Schulich School of Business at York University in Toronto, Canada, is seeking tenure-stream faculty in accounting at the assistant, associate or full professor level effective July 1, 2002.

Preferred candidates will:

- have a strong commitment to scholarly research and publication
- be qualified to teach in financial or managerial accounting- expertise teaching international accounting would be beneficial
- possess a completed doctorate or be close to completion
- provide evidence of effective teaching
- be willing to use cases in teaching

Please send application letter and curriculum vitae to:

Professor Linda Thorne
Accounting Area Coordinator
lthorne@schulich.yorku.ca

Salary and benefits are competitive. This position is subject to budgetary approval. York University has a policy of employment equity, including affirmative action for women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons who are members of one or more of these groups are encouraged to self-identify during the selection process. Please note that candidates from these four groups will be considered within the priorities of the affirmative action program only if they self identify. The Schulich School of Business welcomes applications from these groups. The affirmative action program can be found on York's website at www.yorku.ca.

qualifications. Applications at the Assistant Professor level should include a complete dossier, a writing sample, and a least three letters of reference. Applications at the Associate Professor or Full Professor level should include a CV, a copy of a recent publication, and a list of at least three referees. All applications should be sent to the Chair, Department of Philosophy, University of Toronto, Toronto, Ontario M5S 1A1. Appointment commences 1 July 2002. Applications arriving after 30 November 2001 may be too late. In accordance with its Employment Equity Policy, the University of Toronto encourages applications from qualified women and men, members of visible minorities, aboriginal peoples, and persons with disabilities. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WINDSOR — Invites applications for a tenure-track appointment and a 12-month limited-term position in in Environmental Ethics and in Mind and/or Epistemology commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions Closing date of applications: Environmental Ethics, November 16/01; Mind/Epistemology, December 14/01. Contact: Professor J. Anthony Blair, Interim Head, Department of Philosophy, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2408; Fax: 519.971.3610; Email: tblair@uwindsor.ca

YORK UNIVERSITY — The Department of Philosophy invites applications for a tenure track appointment at the Assistant Professor level. Areas of Specialization: Cognitive Science, Philosophy of Mind. The successful candidate will have a PhD, or equivalent, and demonstrate potential for excellence in research and teaching. Please send a letter of application with curriculum vitae, a brief sample of writing and three letters of academic reference to Jagdish Hattiangadi, Chair, Department of Philosophy, York University, Toronto, Ontario, M3J 1P3. Fax (416) 736-5114. Complete applications received by December 1, 2001 are certain to be considered. Further information about us may be obtained from http://www.yorku.ca/phil/. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are women, racial/visible minorities, persons with disabilities and aboriginal peoples. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Philosophy welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713. Canadian citizens and permanent residents will be considered first for this position.

ST. JEROME'S UNIVERSITY — The Department of Philosophy invites applications for a tenure-track position at the level of Assistant Professor commencing July 01, 2002. St Jerome's University is a publicly-funded Roman catholic liberal arts institution, fully federated with the University of Waterloo. Since our mission focuses primarily (but not exclusively) on undergraduates, we emphasize both teaching excellence in a student-centered atmosphere and a spirit of collegiality befitting a multi-disciplined environment. A successful candidate should be prepared to teach introductory courses in philosophy, moral philosophy, philosophy and contemporary culture, and be able to make interdisciplinary contributions. All faculty are expected to assume service duties as well. Applicants should have their PhD by the date of hire. Applications from women and men well-versed in and committed to the Roman Catholic intellectual traditions of Christian philosophy and culture are especially encouraged. Our minimum starting salary (May 1, 2001) for an Assistant Professor is $47,116. Please include in your submission: 1) a detailed cover letter explaining how you meet our desired criteria, 2) a curriculum vitae in which we invite you to elaborate on extra-curricular interests and activities; 3) a statement of teaching and research interests; 4) the names of three persons who have been invited to send confidential letters of reference. The closing date for applications is October 31, 2001. Please address applications to Dr. Gerald T. Campbell, Chair, Department of Philosophy, St Jerome's University, Waterloo, Ontario, Canada, N2L 3G3 In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. St. Jerome's University is an equal opportunity employer.

THE UNIVERSITY OF GUELPH — Philosophy Department. Applications are invited for a tenure-track position at Assistant Professor rank, with appointment from July 01 August 2002 The area of specialization is one or more aspects of continental (European) philosophy since 1780. Areas of competence, the department offers a broad range of philosophy courses. The successful applicant will be expected to teach and do graduate supervision outside their areas of specialization. PhD in philosophy is required. Evidence of strong potential in teaching and research will be expected. Salary will be determined by qualifications and experience. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by December 1, 2001. This appointment is subject to final budgetary approval. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

THE UNIVERSITY OF GUELPH — The Philosophy ,Department wishes to announce two tenure-track positions at the rank of Assistant Professor, to start August 1, 2002. One position is in the history of philosophy, with specialization in one or more periods or figures from Augustine to Kant, inclusive. It would be an asset for a medieval specialist to have competence in Aristotle. The second position is in either philosophy of law or philosophy of science. In both cases strength in philosophy of the environment would be an asset. Because of the broad range of courses offered by our department, faculty are expected to teach courses beyond as well as within their area of specialization, and to do graduate supervision. A PhD in philosophy is required and evidence of strong potential in teaching and research will be expected. Applications should be submitted to Dr. Peter Loptson, Chair, Philosophy Department, University of Guelph, Guelph, Ontario N1G 2W1 by January 4, 2002. These appointments are subject to final budgetary approval. Canadian citizens and permanent residents will be considered first for these positions. The University of Guelph is committed to an employment equity program that includes special measures to achieve diversity among its faculty and staff. We therefore particularly encourage applications from qualified aboriginal Canadians, persons with disabilities, members of visible minorities and women.

PHYSICAL ACTIVITY & HEALTH STUDIES

THE UNIVERSITY OF REGINA — Invites applications for a tenure-track appointment at the rank of Assistant/Associate Professor in Physical Activity and Health Studies. Salary commensurate with qualifications and experience. Candidates must have teaching, research experience and a PhD in an appropriate area of study. Appointment Date: January 1, 2002 (open to negotiation). Primary responsibility of the scholar in this position will be in Physical Activity and Health Studies. The successful candidate will be expected to play a leadership role in research while maintaining an active program of research and scholarly involvement, external grant procurement, teaching and graduate student supervision. In addition the successful candidate will participate in all aspects of the Faculty and University including committee work, cross-disciplinary initiatives, and community service. The successful candidate will lead the development of research outputs and program outcome measures for the Dr. Paul Schwann Applied Health and Research Centre. The Faculty of Physical Activity Studies is a young and dynamic member of the University community with administrative responsibility for both academic and co-curricular programs. The Faculty is in the process of changing its name to the Faculty of Kinesiology and Health Studies. The opportunity exists for the successful candidate to contribute to the health research agenda in the Faculty. The University of Regina is a comprehensive University, which emphasizes excellence in teaching, research and service. For more details about the University, visit our web site at http://www.uregina.ca. Applications will be accepted until October 30, 2001 or until a suitable candidate is identified. Submissions should include, a letter of application which includes a description of the candidate's research directions and teaching philosophy; a curriculum vitae which provides a description of work experience including a) research, scholarly productivity and external funding; b) undergraduate and graduate teaching experience; copies of transcripts, and arrange for the forwarding of three letters of references supporting both teaching and research potential to Dr. Ralph Nilson, Dean, Faculty of Physical Activity Studies, University of Regina, Regina, Saskatchewan, Canada, S4S 0A2, Tel: (306) 585-4876, Fax: (306) 585-5441, Email: nilson@uregina.ca. The University of Regina is committed to employment equity and welcomes applications from all qualified candidates. Canadian Aboriginal people, persons with disabilities, members of visible minorities, and women are invited to identify themselves as members of these designated groups on their applications. In accordance with Canadian immigration requirements this advertisement is directed to Canadian citizens and permanent residents.

PHYSICS

McGILL UNIVERSITY — The Department of Physics invites applications for a tenure-track position at the rank of Assistant Professor, beginning no later than September 2002. The appointment will be in the area of theoretical Condensed Matter Physics. The applicant will be expected to become a member of the Centre for the Physics of Materials which includes faculty members from the Physics and Chemistry Departments as well as research scientists in industrial laboratories. The focus of the Centre is on research at the boundary between Condensed Matter Physics and Materials Science. Faculty members are currently active in nanoscience, nonequilibrium materials, biophysics, quantum information theory, surface science, magnetism, and strongly-correlated electronic systems. The Centre has extensive computer facilities which are currently being upgraded to include a state-of-the-art Beowulf cluster. One of its major strengths is the extensive interaction and collaboration that exists between theory and experiment. The department has active groups in Astrophysics, Condensed Matter, Nuclear, Particle, and Theoretical Atmospheric Physics. For more information about McGill and the Physics Department you are invited to consult our home page at http://www.physics.mcgill.ca. We seek candidates with proven record of excellence in research and also the capacity for excellence in teaching. Applicants should submit a detailed curriculum vitae and a statement of teaching interests as well as a research plan. They should also arrange for three letters of reference to be sent directly to Prof Jean Barrette, Chair, Department of Physics, McGill University, 3600 University Street, Montreal, Quebec, Canada, H3A 2T8. Review of applications will begin November 15th, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. McGill University is committed to equity in employment

BROCK UNIVERSITY — The Department of Physics invites applications for a tenure-track position, subject to final budgetary approval, effective July 1, 2002 at the rank of Assistant Professor. The successful candidate will have a PhD in Physics and be expected to establish a productive research program and to assume normal undergraduate and graduate teaching duties in the Department. Preference will be given to candidates whose research interests are in experimental or theoretical condensed matter physics or optics. Applications, including a curriculum vitae, the names of three referees, and a detailed research plan should be sent to: The Chair, Department of Physics, Brock University, St. Catharines, Ontario, Canada L2S 3A1. Candidates can expedite matters by having referees write to the Department directly. Applications will be considered starting January 1, 2002, until the position is filled. In accordance with Canadian immigration requirements, this advertisement is directed to the first instance to Canadian citizens and permanent residents of Canada. Brock University is committed to a Positive Action Policy aimed at reducing gender imbalance in faculty; qualified women candidates are especially encouraged to apply. Applicants who are eligible for NSERC URF awards are encouraged to apply for this award. More information on Brock University can be found on the University's website: www.brocku.ca.

THE UNIVERSITY OF TORONTO — The Department of Physics plans to make a tenure track appointment in Experimental Atomic, Molecular and Optical Physics at the rank of Assistant Professor with a starting date of 1 July 2002. The successful candidate will also be nominated for a Canada Research Chair. We seek exceptional candidates in the general area of quantum optics, atomic optics, quantum information, atomic coherence effects and related areas. The successful applicant will have the demonstrated potential to lead an innovative, world-class effort in this area. The position will complement a strong, and growing experimental and theoretical effort in the Quantum Optics group in the Department of Physics (presently 6 faculty members), as well as a more recent multi-departmental thrust in quantum information. The candidate will also have the opportunity to take advantage of the departments strong linkages with Photonics Research Ontario and the Canadian Institute for Photonic Innovations. We invite prospective candidates to visit our home page at www.physics.utoronto.ca. We seek candidates with a PhD in Physics and strong proven or potential excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae, list of publications, research plan, and arrange for at least three letters of reference, to be sent to: Professor Henry M. van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning 2 January 2002 until the position is filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF TORONTO — The Department of Physics plans to make a tenure track appointment in theoretical atmospheric physics at the rank of Assistant Professor, to begin as early as July 1, 2002. The Department has a strong program in atmospheric physics that includes research in the areas of theoretical geophysical fluid dynamics, climate dynamics, air-sea interaction and the remote sensing of atmospheric trace gas concentrations. This program is complemented by strength in environmental chemistry within the Chemistry Department. Members of the Atmospheric Physics Group currently lead Canadian national programs in Climate System History and Dynamics, Global Chemistry for Climate, Measurements of Pollution in the Troposphere (MOPITT) and MANTRA (a balloon mission to study the ozone layer). Theoretical research in the group is supported by a dedicated NEC SX5 vector supercomputer with substantial mass storage capability. The Department seeks to make an appointment that both complements and extends existing strengths. Potential applicants are invited to visit our web sites at http://www.atmosp.physics.utoronto.ca and http://www.physics.utoronto.ca. For this position, we seek candidates with a PhD in physics and strong proven or potential excellence in both research and teaching. The salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae, list of publications, research plan, and arrange for at least three letters of reference, to be sent to Professor Henry M van Driel, Chair, Department of Physics, University of Toronto, Toronto, Ontario, Canada M5S 1A7. Applications will be reviewed beginning December 1, 2001 until the position is filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WINDSOR — Invites applications for a tenure-track position in Experimental Atomic Physics and Photonics, or Computational Physics commencing July 1, 2002 Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/facultypositions. Contact: Dr. Keith Taylor, Director, School of Physical Sciences, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 3226, Fax: 519.973.7098, Email: taylor@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Physics invites applicants for tenure-track positions at the Assistant, Associate, and Full Professor level in the one of the following areas of theoretical physics: (i) quantum gravity, including string theory, canonical quantization, black hole thermodynamics, noncommutative geometry, and other approaches, (ii) quantum information theory, including quantum computing, quantum algorithms, and quantum cryptography; (iii) astroparticle physics, including early-universe and inflationary cosmology, standard-model alternatives to dark matter and dark energy, gravitational lensing, and gravitational radiation. All applicants must have a PhD degree, a record of exceptional research accomplishments and promise for excellence in teaching. Junior-level applicants must be able to demonstrate excellent potential for research. Salary range commensurate with qualifications and experience. Candidates should submit by regular mail a curriculum vitae, an outline of present research program, a brief future research plan, and a statement of their teaching goals. Arrangements should be made for three letters of reference to be sent. Materials should be addressed to the Chair, Department of Physics, University of Waterloo, Waterloo, Ontario, Canada, N2L 3G1, Tel: (519) 888-4567, Ext. 6831; E-mail: physics@uwaterloo.ca. Applications will be considered at any time until the position is filled. We encourage applications from all nationalities. Further information about the Department can be found on our web page http://www.science.uwaterloo.ca/physics. Canadian citizens and permanent residents will be considered first for this position. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. This appointment is subject to the availability of funds.

PHYSICS & ASTRONOMY

THE UNIVERSITY OF BRITISH COLUMBIA — Department of Physics and Astronomy. Applications are invited for a postdoctoral Research Associate position in experimental High Energy Physics at the University of British Columbia. The successful candidate will work on the BaBar experiment and is expected to play a leading role in BaBar data analysis and to contribute significantly to our group's responsibility in the maintenance and operation of the drift chamber and in the development of its related software. The UBC BaBar group presently has three faculty members: Hearty, Mattison and McKenna. Information on the UBC Physics and Astronomy Department may be found on the web at http://www.physics.ubc.ca. Candidates must have a PhD degree. Applicants should submit a curriculum vitae and arrange for three letters of reference to be sent by November 15, 2001 to BaBar Group, c/o Professor J.McKenna, Department of Physics and Astronomy, University of British Columbia, Vancouver, B.C. V6T 1Z1, Email inquiries (ans@physics.ubc.ca. Applications will not be accepted by email, hardcopy only please. Salary will depend on experience and will be supplemented with a cost of living allowance while at SLAC. The appointment may be renewed annually, subject to budgetary confirmation and mutual agreement, to a maximum period of 3 years. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents. UBC hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

THE UNIVERSITY OF MANITOBA — Physics and Astronomy. The University is seeking applications or nominations for a Canada Research Chair established by the Government of Canada to enable Canadian universities to foster world-class research excellence (www.chairs.gc.ca) The University's Strategic Research Plan includes a Tier I Chair in the Department of Physics and Astronomy. Faculty of Science The department maintains a variety of vigorous, externally funded research programs of international calibre. We are seeking an innovative leader and established scholar in areas which complement the current strengths and strategic interests of the department. These include condensed matter physics, subatomic physics, mass spectrometry, atomic and molecular physics, and astronomy and astrophysics, both experimental and theoretical (www.physics.umanitoba.ca). The position represents an exciting opportunity for experienced individuals who are recognized internationally as leaders in their field and who are currently in the rank of Professor or within a year or two of promotion to that rank. The appointment will be tenured or tenure track with limited teaching responsibilities. The successful applicant should possess an earned doctoral degree in one of the fields listed above, with an outstanding publication and funding record that demonstrates a successful and active research program, commensurate with the requirements of the Tier I Chair. Experience in teaching, and in mentoring graduate students and postdoctoral fellows is expected. Applicants should submit a curriculum vitae, a statement of research interests and future plans, and the names and addresses of at least three references to Physics and Astronomy Search Committee, Department of Physics and Astronomy, 301 Allen Building, University of Manitoba, Winnipeg MB R3T 2N2 Canada. The University of Manitoba encourages applications from qualified women and men, including members of visible minorities, Aboriginal peoples, and persons with disabilities. Review of applications will begin on October 15, 2001, and will continue until the position is filled. All Chairs are subject to review and final approval by the CRC Secretariat.

Assistant Professor of Christian Education
Emmanuel College

Applications are invited for a full-time appointment as Assistant Professor of Christian Education at Emmanuel College. A detailed position description is available on request and on the Internet at vicu.utoronto.ca/emmanuel.
In accordance with Canadian immigration requirements this announcement is directed to Canadian citizens or permanent residents. Applications, including a detailed curriculum vitae and names of three referees should be sent to the **Chair of the Appointments Committee, Emmanuel College, 75 Queen's Park Crescent, Toronto, Ontario, M5S 1K7** by **October 31, 2001**. Victoria University is an equal opportunity employer.

Dean of Arts and Social Sciences
University of Windsor

The University of Windsor invites applications for the position of Dean of the Faculty of Arts and Social Sciences.

The Faculty of Arts and Social Sciences, the largest in the University of Windsor, offers a diversity of programs in the creative and performing arts, humanities and social sciences. Its twelve departments have many thematic, programmatic and research links; students are exposed to both academic theory and professional practice, together with a variety of interdisciplinary and disciplinary approaches, and overall, a learning atmosphere that fosters growth, discovery and creativity. The Faculty of Arts and Social Sciences has developed solid relationships with the community in research, teaching and the creative arts. It has approximately 4,800 undergraduate and 330 graduate students, a faculty and support staff complement of approximately 350 full- and part-time members, and an operating budget of $20 million. A particular area of research and teaching emphasis in the Faculty is in the theme of social justice, an integral commitment on the part of the University of Windsor.

A comprehensive research and teaching institution, the University of Windsor offers a broad range of outstanding undergraduate, graduate, cooperative education and professional programs to more than 14,000 students. Situated on an international border, at the centre of the Great Lakes, the University affords members of the community opportunities for access to a vibrant, dynamic, friendly and supportive campus. Information about the University of Windsor and its programs may be found at http://www.uwindsor.ca.

The successful candidate will have demonstrated the capacity to provide dynamic administrative leadership in an academic context. Candidates should have a respected record of teaching, scholarship, research, or creative activity consistent with a tenured faculty appointment, and the ability to formulate and articulate an academic vision for the Faculty of Arts and Social Sciences. A collaborative management style, solid interpersonal and communication skills, and the capacity to further develop and enhance the Faculty's programs and research culture are essential.

The initial appointment is for five years and is renewable for a second term of three to five years. Written nominations or applications for the position, accompanied in the latter case by a brief letter of application, a full curriculum vitae, and the names of three referees, should be submitted to the address shown below. The Search Committee will begin review of applications and nominations by October 31, 2001; to ensure consideration, documentation should be received by that date.

The University of Windsor is committed to equity and diversity in the workplace and welcomes applications from Aboriginal persons, persons with disabilities, and members of visible minorities. Applications from women are particularly encouraged. Canadian citizens and Permanent Residents will be considered first for this position. International candidates are invited to apply.

Janet Wright & Associates Inc.
21 Bedford Road, Suite 300
Toronto, Ontario M5R 2J9
Fax: 416-923-8311
E-mail: resumes@jwasearch.com
www.jwasearch.com

Janet Wright & Associates Inc.

PHYSICS & MATHEMATICS

THE UNIVERSITY OF TORONTO — The Departments of Physics and Mathematics invite applications to a tenure-stream or tenured professional joint appointment with an expected starting date of July 1, 2002. This is one of several new faculty appointments at Toronto in theoretical particle physics, astrophysics, condensed matter physics, and in mathematics. We seek candidates with a PhD in Physics and/or Mathematics with proven or potential excellence in research. Our goal is to hire a candidate with interests in string theory who will promote interactions among the two departments. The successful candidate may also be associated with the Canadian Institute for Advanced Research Cosmology and Gravity Program. We invite prospective candidates to visit our home pages at www.{math,physics,cita}.utoronto.ca and www.car.q. The rank of the appointment and salary will be commensurate with qualifications and experience. Applicants should submit a curriculum vitae, list of publications, research plan, and arrange for at least three letters of reference, to be sent to: Professor Henry van Driel, Chair, Department of Physics, University of Toronto, 60 St. George Street, Toronto, Ontario, Canada, M5S 1A7. Full consideration will be given to applications beginning November 1, 2001 until the position is filled. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. The University of Toronto offers the opportunity to conduct research, teach, and live in one of the most diverse cities in the world. Canadian citizens and permanent residents will be considered first for this position.

POLITICAL ECONOMY

THE UNIVERSITIES OF REGINA AND SASKATCHEWAN — Political Economist/Scientist. Saskatchewan Population Health and Evaluation Research Unit, Inc. (SPHERU) is a new non-profit institute with faculty located at both the University of Regina and the University of Saskatchewan. SPHERU's mission is " to be a centre of excellence in research which will create new knowledge and understandings of population health, contribute to health policy and planning, inform the public policy process at all levels of government, incorporate a population health perspective into the education of health and human services professionals, and be a resource for public debate on population health." SPHERU is seeking a political economist/scientist for its University of Regina site. The candidate will have a thorough knowledge of how political economy theories can inform a greater understanding of the pathways between social and environmental conditions and human health, the ability to undertake analyses (including economic analyses) of public policies that regulate social and environmental conditions that determine human health; a thorough knowledge of public policy theories (formation, impact, public engagement) and experience in public policy analysis, expertise in quantitative research methods; experience in and a commitment to full-time research on population health determinants, interest in locating research within or alongside five developing SPHERU research programs: health impacts of economic and environmental globalization; health-determining social and environmental characteristics of local communities, modifiable pathways linking multiple roles (i.e. parent, spouse, worker), gender, ancestry and health; individual, family and community-level determinants of healthy childhood individual and community-level determinants of aboriginal health/well-being experience in and a commitment to collaborative research in an interdisciplinary setting (current SPHERU disciplines include social epidemiology, medical/health geography, anthropology, sociology and social work), a PhD and peer-reviewed publications. A background or experience in public health is an important additional asset. The appointment will be for a five-year term at the Assistant/Associate Professor level, through the appropriate home department (i.e. Department of Economics or Department of Political Science). About 20% of the time will be allocated to graduate student supervision, teaching, and service to the home department. Interested candidates are asked to submit a covering letter, outlining their personal research interests, a full CV, three letters of reference and a brief statement on why they are interested in collaborative, interdisciplinary research on population health determinants. Applications should be posted to the Director: Dr. Ronald Labonte, SPHERU, University of Regina, 3737 Wascana Parkway, Regina, Saskatchewan S4S 0A2. Closing date is September 30th, 2001. For additional information please contact either Dr. Ronald Labonte, SPHERU, University of Saskatchewan, Saskatoon, Saskatchewan S7N 5E5, Telephone: 306-966-2349 or Dr. Ralph Nilson, Physical Activity Studies, University of Regina, Regina, Saskatchewan S4S 0A2, Telephone: 306-585-4876. Both universities are committed to employment equity. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

POLITICAL SCIENCE

WILFRID LAURIER UNIVERSITY — The Department of Political Science invites applications for a tenure-track appointment at the rank of Assistant Professor, (subject to budgetary approval). The appointment will commence on July 1, 2002. The candidate should have both Canadian Politics and Research Methodology and Statistics as major fields of competence. The applicant should have a PhD in political science (completed or near completion) and be prepared to teach at the introductory level in a large class environment. Applicants should send their curriculum vitae, a teaching dossier, and arrange to have three letters of reference sent to Dr. David Docherty, Chair, Department of Political Science, Wilfrid Laurier University, Waterloo, Ontario N2L 3C5 by November 15, 2001. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens, and permanent residents of Canada. Wilfrid Laurier University is committed to employment equity and welcomes applications from all qualified women and men, including persons in a visible minority, persons with disabilities, and aboriginal people.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to four tenure-track positions available, two in International Relations, one in Comparative Politics and one in Canadian Politics. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

UNIVERSITY OF TORONTO AT SCARBOROUGH — Political Science. Division of Social Sciences, invites applications for a budget-approved, full-time tenure-stream position in the History of Political Thought. The applicant will be required to teach an undergraduate course on the history of political thought from ancient to early modern, as well as undergraduate and graduate courses in one or both areas of ancient and early modern. Competence in both the classical texts and the political thought of the 19th and 20th centuries would be a decided advantage. Preference will be given to candidates who have completed their PhD, have established a strong research profile, and have teaching experience. Faculty at the University of Toronto at Scarborough do their undergraduate teaching at the UTSC campus and their graduate teaching at the St. George campus of the University of Toronto. The closing date for applications is November 23 2001. Send applications with curriculum vitae, samples of publications or writing, plus evidence of teaching ability, and three letters of reference, to: Prof. Sue Horton, Chair, Division of Social Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ont M1C 1A4, Canada. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF WINDSOR — invites applications for positions in the Department of Political Science in the areas of Economic Development and International Trade, and as Department Head commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: Economic Development and International Affairs, October 26/01; Department Head, November 15/01. Contact: Dr. Walter C. Soderlund, Interim Head, Department of Political Science, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519 253 3000, Ext. 2347; Fax: 519 973 7094, E-mail: akajake@uwindsor.ca.

PSYCHOLOGY

UNIVERSITY OF NEW BRUNSWICK (Fredericton Campus) — The Department of Psychology invites applications for an approved tenure-track position in Clinical Psychology at the rank of Assistant Professor/Associate Professor. Candidates should have a strong commitment to research, graduate and undergraduate teaching, and clinical training. The Department of Psychology has a CPA fully accredited doctoral program in Clinical Psychology and is committed to the scientist-practitioner model of training. Applicants should be eligible for licensing by College of Psychologists of New Brunswick. Interested applicants should send a curriculum vitae, recent publications, a statement of research, teaching and clinical interests, and three letters of reference to: Richard Nicki, Chair, Department of Psychology, University of New Brunswick, Fredericton, N.B. E3B 6E4 Phone: (506) 453-4707; Fax: (506-447 3063), E-mail: nicki@unb.ca The University of New Brunswick is committed to the principle of employment equity. In accordance with Canadian Immigration requirements, this advertisement is directed towards Canadian citizens and permanent residents. Review of applications will start December 1, 2001 and will continue until the position is filled.

CARLETON UNIVERSITY — The Department of Psychology. Subject to budgetary approval, Carleton University wishes to make a tenure-track appointment at the level of Assistant Professor, to begin July 1, 2002. Preference will be given to candidates with research and teaching interests in the area of Forensic Psychology/Psychology and Law. The Department of Psychology has a strong undergraduate and graduate program in experimental Forensic Psychology, we are a participating department in the interdisciplinary Criminology and Criminal Justice degree program. Further information can be obtained from our website at http://www.carleton.ca/ or by contacting Dr. Adelle Forth at the address below, by phone at (613) 520-2600, ext. 1267, or by email at adelle_forth@carleton.ca. Applicants should send their curriculum vitae, copies of representative publications, and a summary of research objectives and teaching experience to Dr. Kimberly Matheson, Chair, Department of Psychology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario, K1S 5B6. At the same time, candidates should arrange to have three referees forward supporting letters to the same address. In accordance with Canadian immigration requirements, Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment for women, aboriginal peoples, visible minorities and persons with disabilities. Interested persons from these groups are encouraged to apply. Applications will be reviewed beginning December 1, 2001 and this process will continue until the search has been completed.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to two tenure-track positions available in the area of Clinical Psychology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF WESTERN ONTARIO — The Psychology Department invites applications for up to five probationary positions at the Assistant Professor level. Faculty position(s) in (1) Clinical Psychology, (2) Cognitive Psychology, (3) Developmental Psychology, (4) Educational Psychology and (5) Personality or Social Psychology. Successful applicants will have a PhD and will be expected to maintain an active research program, teach undergraduate and graduate courses, and provide graduate student supervision. The primary selection criteria will be research excellence and productivity. The Clinical Program adheres to the scientist-practitioner model and is CPA and APA accredited. Further information about the Department may be found on our website www.ssc.uwo.ca/psychology. Applicants should submit by November 15, 2001, a curriculum vitae, statement of research and teaching experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. These positions are subject to budget approval. The scheduled starting date is July 1, 2002. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for these positions.

THE UNIVERSITY OF WESTERN ONTARIO — Faculty position in psychological statistics and experimental design. The Psychology Department invites applications for a Probationary or tenured position at the Assistant or Associate Professor level in statistics. The successful applicant will be expected to provide statistical consulting to students and colleagues, teach univariate and multivariate statistics and experimental design at the graduate level, provide graduate student supervision, and maintain an active research program in his or her substantive research area. The primary selection criteria will include research excellence and productivity, statistical teaching experience, and ability to provide statistical consultation. Applicants should submit by November 15, 2001, a curriculum vitae, statement of research, teaching, and consulting experience and interests, copies of representative publications, and arrange to have 3 letters of recommendation sent to: Dr. Jim Olson, Chair, Department of Psychology, The University of Western Ontario, London, Ontario, Canada N6A 5C2. This position is subject to budgetary approval. The scheduled starting date is July 1, 2002. Further information about the Department may be found on our website www.ssc.uwo.ca/psychology. The University of Western Ontario is committed to employment equity and welcomes applications from all qualified women and men, including visible minorities, aboriginal people, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

UNIVERSITY OF TORONTO AT MISSISSAUGA — The Department of Psychology invites applications for three tenure-track positions (Cognitive Psychology, Meaning and Speech, and Animal Behavioural Neuroscience) at the level of Assistant or Associate Professor, effective July 1, 2002. Applicants for these positions should have a strong record of research achievement and will be expected to maintain an active, externally funded program of research and to contribute to the education and training of undergraduate and graduate students. Salary will be commensurate with qualifications and experience. Cognitive Psychology: We are looking for a person with research interests in language, language development, and communication. The successful applicant will be part of the Human Communication Research Group at the University of Toronto at Mississauga, an interdisciplinary group whose research focus is on human communication throughout the

"Our staff are our future."

Sunnybrook & Women's College Health Sciences Centre, a University of Toronto affiliated teaching hospital, is committed to values of Excellence, Collaboration, Accountability, Respect and Empowerment, and the creation of a supportive work environment so that staff are able to deliver high quality, patient-centred care.

Scientist, Cancer Biology

The Discipline of Molecular & Cell Biology is seeking to fill a Scientist position. Working with a multidisciplinary research group, which is partially supported by Cancer Ontario in partnership with the Research Institute of Sunnybrook and Women's Health Sciences Centre, the successful candidate will work on aspects of angiogenesis in cancer.

Major research thrusts of the cancer program include: the genetic basis of cancer; tumour angiogenesis and angiogenic therapy; signal transduction and cell cycle control; transgenic models of human cancer; the study of hormone sensitive cancers including breast cancer; adhesion receptors and molecules; apoptosis; drug resistance; and immune therapies. This program synergizes with others within the Discipline of Molecular & Cell Biology including developmental immunobiology, inflammation and autoimmune disease, as well as cardiovascular disease.

Applicants must have a Ph.D. and/or M.D., along with research experience. Academic appointments will be through one of several University of Toronto departments including, but not limited to, Medical Biophysics or Immunology. Successful applicants are expected to develop and maintain an independent and competitive peer reviewed research program of international standard.

Applications should be submitted by **November 1, 2001**, to:
Dr. R. Mark Henkelman, Director, Cancer Research, Sunnybrook & Women's College Health Sciences Centre, 2075 Bayview Avenue, Suite S665B, Toronto, Ontario, Canada M4N 3M5; E-mail: Mark.Henkelman@swchsc.on.ca

SUNNYBROOK & WOMEN'S
Sunnybrook and Women's College Health Sciences Centre

www.sunnybrookandwomens.on.ce

We thank all candidates for their interest, however, only candidates selected for interviews will be contacted.

In accordance with its employment equity policy, the University of Toronto encourages application from qualified women and men, members of visible minorities, Aboriginal Peoples, and persons with disabilities. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents.

Department of English **University of Toronto**

Assistant Professor
North American Aboriginal Literatures

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in North American aboriginal literatures. A sub-field is also particularly valuable. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in the above area. Experience with North-American aboriginal communities is an asset. Duties consist of research, undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to **Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1**. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2002. Applications arriving after **17 November 2001** may be too late. Canadian citizens and permanent residents will be considered first. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Aboriginal, Canadian, environmental, ethno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

Department of English **University of Toronto**

Assistant Professor
Anglophone Literature of Africa and/or the Caribbean

Applications are invited for a tenure-stream position, Assistant Professor, Department of English, University of Toronto. Qualifications: PhD in English with specialization in Anglophone Literature of Africa and/or the Caribbean. Applications are welcomed from candidates qualified to teach, supervise theses, and carry out research in these areas. Duties consist of research and undergraduate and graduate teaching. Applicants must demonstrate clear strength in both. Salary commensurate with experience and qualifications. Send applications and c.v. to **Prof. Brian Corman, Department of English, 7 King's College Circle, University of Toronto, Toronto, ON M5S 3K1**. Have 3 letters of reference (or dossier) and graduate transcripts sent directly to the Department as soon as possible. Include one writing-sample of not more than 25 pages. Appointment commences 1 July 2002. Applications arriving after **17 November 2001** may be too late. Canadian citizens and permanent residents will be considered first. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world. The University also offers opportunities to work in a range of collaborative programs, including Aboriginal, Canadian, environmental, echno-cultural, sexual diversity, gender and women's studies. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

RYERSON UNIVERSITY

Canada's leading university for applied education with over 40 career-oriented undergraduate and graduate programs, distinguished by their relevant curriculum and applied research, scholarly and creative activities. Canada's largest Continuing Education Division, offering courses and certificates for personal and professional development.

CAW-SAM GINDIN CHAIR IN SOCIAL JUSTICE AND DEMOCRACY

Applications are invited for the newly established CAW-Sam Gindin Chair in Social Justice and Democracy tenable at Ryerson University. By endowing this Chair in honour of Sam Gindin, the Canadian Auto Workers Union wishes to continue contributing to the evolving debate on achieving democracy and social justice.

The University seeks applications from candidates who can provide intellectual leadership fostering interdisciplinary research, teaching and practice in the area of social justice and democracy. For this inaugural appointment, the holder of the Chair should have the stature and skills to play a pivotal role in launching this initiative, helping to articulate the vision, and serving as a catalyst in stimulating debate and dialogue within the university and the broader community.

The Chair will serve as the centre of a social justice hub that engages academics, students, trade unions, social activists and community members in exploring the parameters of the social justice agenda and developing a transformative vision of a truly democratic society. The Chair's responsibilities will include research, teaching, liaising with faculty with related interests, and with external organizations and movements. The disciplines from which candidates could be drawn include, politics, social work, social policy, sociology and other related disciplines. Applications are encouraged from individuals with a demonstrated engagement with democracy and social justice thinking in an academic, organizational or social movement setting.

Ryerson University is recognized as a leader in applied education with a long history of community involvement and activity associated with social justice issues in Toronto.

This is a limited term (3 years) appointment as Professor of Distinction. Salary, conditions and benefits will be determined in consultation with the successful candidate. Preferred commencement is July 2002, or earlier by mutual agreement.

A letter of application, accompanied by a curriculum vitae, and the names and addresses of three referees, should be submitted by November 30, 2001, to: Dr. Susan S. Silver, Director, School of Social Work and Dr. Colin Mooers, Chair, Department of Politics and School of Public Administration, Office of the Vice-President Academic, A-1300 Jorgenson Hall, Ryerson University, 350 Victoria Street, Toronto, Ontario, M5B 2K3.

Ryerson University has an employment equity program and encourages applications from all qualified applicants, including women, visible minorities, Aboriginal peoples and people with disabilities. Members of designated groups are encouraged to self-identify. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada.

RYERSON UNIVERSITY

lifespan. In 2003, this research group will be moving to new facility, containing eight soundproof chambers and state-of-the art signal-processing and behavioural recording equipment that will permit researchers to study any aspect of human communication. This facility is part of a new program in Communication, Culture, and Information Technology (CCIT), jointly sponsored by UTM and Sheridan College. Hearing and Speech. Because of the primacy of spoken language in human communication, we are looking for a person with a strong background in the hearing sciences whose research interests are in hearing and speech. The successful applicant will be a member of the Human Communication Research Group and will be expected to teach courses on hearing, hearing disorders, and speech in the new undergraduate CCIT program. Animal Behavioural Neuroscience. The successful applicant will have a strong research program in animal behavioural neuroscience and an interest in both undergraduate and graduate teaching. The position is in the Psychology Department with the opportunity for cross-appointment to Biology and to the Neuroscience Program. Facilities include a large, small-mammal vivarium, behavioural testing rooms, surgical, histological, and microscopy labs, excellent outdoor fields, and access to confocal and biotechnology facilities. The University of Toronto at Mississauga, one of the ee campuses of the University of Toronto, is located in the City of Mississauga, on the western border of Toronto, approximately 30 km from Toronto s Civic Centre. In light of the extensive expansion (50% growth) that will occur at UTM over the next 10 years, we anticipate the addition of many new positions in Psychology and in the Life Sciences. New buildings are being constructed, and existing laboratory facilities are being renovated to support expansion in three areas: Communication Culture, and Information Technology, Bio-technology, and Behavioural Genetics and Developmental Neurobiology. Please see our website for further details (http://www.erin.utoronto.ca/~w3psy/). Interested applicants should submit a curriculum vitae, statement of research and teaching interests, and copies of representative publications to Dr. Bruce A. Schneider, Department of Psychology, University of Toronto at Mississauga, Mississauga, Ontario, Canada L5L 1C6. Three letters of recommendation should also be sent to Dr. Schneider. Deadline for applications and reference letters is November 30, 2001. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

THE UNIVERSITY OF REGINA — The Department of Psychology invites applications for a tenure track position, at the assistant professor level in clinical psychology to commence July 1, 2002. Applicants should have a PhD in clinical psychology from a CPA or APA accredited program, with a preference for specialization in child or adolescent clinical psychology. Applicants with other areas of clinical specialization are also encouraged to apply. The successful candidate should show clear promise of excellence in both teaching and research, and be eligible for registration as a Clinical Psychologist in the province of Saskatchewan. Duties of the successful candidate will include teaching at the undergraduate and graduate levels, supervision of both undergraduate and graduate theses, and participation in departmental activities. The ability to teach courses in developmental psychology across the lifespan would be an asset. The program in Clinical Psychology is strongly committed to the scientist-practitioner model and we are currently in the process of seeking accreditation from the Canadian Psychological Association for our clinical program. We also have established graduate programs in Cognitive and Behavioural Science, and General Psychology. The Department maintains good relations with a number of health care, research, and other educational facilities both within Regina and throughout the province. The University of Regina is situated in the provincial capital on the shores of Wascana Lake. For more details about the university, visit our web site at http://www.uregina.ca. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations (if available) and to arrange for the forwarding of three letters of reference supporting teaching, research scholarship, and clinical experience to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, Canada, S4S 0A2. Fax (306) 585-5368. Inquiries about the position should be directed to Dr. William Smythe, Head, Department of Psychology, University of Regina, Regina, SK, Canada, S4S 0A2. Phone (306) 585-4157, e-mail: william.smythe@uregina.ca. The deadline for applications is January 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants but others are also encouraged to apply. The University of Regina is committed to the principles of employment equity.

THE UNIVERSITY OF REGINA — The Department of Psychology invites applications for a tenure track position, at the assistant professor level, in behavioural neuroscience to commence July 1, 2002. Applicants should have a PhD and show clear promise of excellence in both teaching and research. Duties of the successful candidate will include undergraduate and graduate courses in biological foundations of behavior and human neuroscience, supervision of both undergraduate and graduate theses, and participation in departmental activities. The successful candidate would be expected to develop a program of research in behavioral neuroscience, with a preference for human research. We have established graduate programs in Cognitive and Behavioural Science, General, and Clinical Psychology. The Department maintains good relations with a number of health care, research, and other educational facilities both within Regina and throughout the province. The University of Regina is situated in the provincial capital on the shores of Wascana Lake. For more details about the university, visit our web site at http://www.uregina.ca. Applicants are invited to submit a curriculum vitae, reprints or preprints, teaching evaluations (if available) and to arrange for the forwarding of three letters of reference supporting both teaching and research scholarship to: Dr. Murray Knuttila, Dean, Faculty of Arts, University of Regina, Regina, SK, Canada, S4S 0A2. Fax (306) 585-5368. Inquiries about the position should be directed to Dr. William Smythe, Head, Department of Psychology, University of Regina, Regina, SK, Canada, S4S 0A2. Phone (306) 585-4157, e-mail: william.smythe@uregina.ca. The deadline for applications is January 15, 2002. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and landed immigrants but others are also encouraged to apply. The University of Regina is committed to the principles of employment equity.

THE UNIVERSITY OF WINDSOR — invites applications for faculty positions in the Department of Psychology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253.3000, Ext 2215; Fax: 519.973.7021, Email: towson@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications from exceptional candidates for a Tier II Canada Research Chair in Cognitive Neuroscience Area of specialization is open, but we are particularly interested in applications from individuals who have experience using fMRI or ERPs to gain insights into the processes underlying human cognition. We anticipate that the successful applicant will be appointed as a tenure-track assistant or associate professor. Applicants must have a PhD in psychology, or a closely related field, a proven record of research excellence, and a strong on-going research program. The successful applicant will be expected to participate in both undergraduate and graduate education. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The appointment can begin as early as July 1 2002. Review of applications will begin on October 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Cognitive Neuroscience Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in our CPA and APA accredited Clinical Psychology Program. Candidates should have a PhD from an accredited clinical psychology program, an approved internship, and should be registered or eligible for registration with the Ontario College of Psychologists. Responsibilities will include undergraduate and graduate teaching, supervision of graduate students' clinical and research work, and the conduct of an on-going research program. We have a strong preference for someone with child clinical interests, although applicants with adult clinical expertise will also be considered. We welcome applicants who have a strong, theory-driven, research investment that will be attractive to graduate students. The anticipated start date for the position is July 1, 2002. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: Clinical Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position.

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for faculty positions in the Department of Psychology commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions Contact: Dr. Shelagh Towson, Head, Psychology, University of Windsor, Windsor, ON, N9B 3P4. Tel: 519 253.3000, Ext 2215; Fax: 519.973.7021, Email: towson@uwindsor.ca

THE UNIVERSITY OF WATERLOO — The Department of Psychology invites applications for a tenure-track assistant professor in Industrial/Organizational Psychology. The successful candidate must have a PhD in Psychology, Organizational Psychology, or equivalent field, and published research. Candidates with expertise in either personnel or organizational psychology will be considered. Responsibilities will include undergraduate and graduate teaching, graduate student supervision, and the conduct of an on-going research program. Information about the Department can be found at: http://www.psychology.uwaterloo.ca. The anticipated start date for the position is September 1, 2002. Review of applications will begin on December 1, 2001 and will continue until the position is filled. Applicants should submit a curriculum vitae, a statement of teaching and research interests, reprints or preprints of recent papers, and arrange for three confidential letters of reference to be sent to: I/O Psychology Search Committee, Department of Psychology, University of Waterloo, 200 University Avenue West, Waterloo, Ontario, Canada N2L 3G1. The University of Waterloo encourages applications from all qualified individuals, including women, members of visible minorities, native peoples, and persons with disabilities. Canadian Citizens and Permanent Residents will be considered first for this position. This appointment is subject to the availability of funds.

RELIGION

UNIVERSITY OF TORONTO AT MISSISSAUGA (Erindale College) — Religion. Applications are invited for a tenure-stream position, Assistant Professor, Department for the Study of Religion, Erindale College University of Toronto PhD (normally but not necessarily in the study of religion) and evidence of excellent teaching required Major area of specialization should be the History of Early Modern European Religion (mainly Christianity) Candidates should have expertise in the study of the relation between religious beliefs, practices, and institutions, and the social, political, economic and scientific discourses of western (mainly European) societies of that period Duties will include research and teaching in areas of specialization as well as an the broader history of Christianity. The successful candidate will teach undergraduate courses on the Erindale campus and graduate courses at the Centre for the Study of Religion on the St. George campus. Salary commensurate with qualifications Appointment commences on July 1, 2002 Applications, including a complete dossier, a writing sample and at least three letters of reference, should be sent to: Professor J. Goering, Chair, Department for the Study of Religion, University of Toronto, 123 St George Street, Toronto M5S 2E8. Applications should be received by November 30, 2001. The University of Toronto is strongly committed to diversity within its community The University especially welcome applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and other who may contribute to the diversification. Canadian citizens and permanent residents will be considered first for this position

McGILL UNIVERSITY — Hebrew Bible and Greco-Roman Judaism. McGill University's Faculty of Religious Studies will make a single tenure-track appointment at the assistant or associate professor rank in Hebrew Bible and Greco-Roman Judaism beginning September 2002. Competence in Hebrew and Greek are assumed; an interest in Patristics would be valued. The candidate should have teaching experience and research productivity appropriate for time since receipt of the doctorate. Send complete CV, three confidential reference letters, samples of publications, and profiles on teaching record and present and future research to Dean, 3520 University Street, Montreal, Quebec, H3A 2A7. Files must be complete by November 30, 2001. McGill is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents

RELIGIOUS EDUCATION

THE UNIVERSITY OF ALBERTA — St. Joseph's College, the Roman Catholic undergraduate college at the University of Alberta, invites applications for a full-time tenure-track position in Christian Religious Education at the Assistant Professor level, effective July 1, 2002 Applicants should have a completed doctorate with a specialization in Christian religious education and graduate training in Catholic theology at the time of appointment (ABDs may be considered at the Lecturer rank), and demonstrated excellence in teaching and research Preference will be given to applicants who are members of the Catholic faith with prior Catholic elementary/secondary school teaching experience. Distance education experience, an ability to teach in French, and/or teaching competence in related areas (e.g., scripture, Catholic moral theology) will be an asset. Current Asst. Prof salary floor is $45,374 In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered Applicants should submit

BROCK UNIVERSITY

DEAN
Faculty of Mathematics & Science

Brock University, one of Canada's most innovative universities, is seeking a dean of Mathematics and Science. Located in St. Catharines, in the beautiful Niagara Peninsula, Brock University has served its community and students from across the country since 1964 through a wide range of undergraduate and select graduate programs.

The Faculty of Mathematics and Science has 66 full-time faculty members and 1675 undergraduate students in the departments of Biological Sciences, Chemistry, Computer Science, Earth Sciences, Mathematics, and Physics. The Cool Climate Oenology and Viticulture Institute, the Centre for Biotechnology and a number of active interdisciplinary programs, reflect the Faculty's commitment to research and teaching. The Departments of Biological Sciences, Chemistry, Earth Sciences, and Physics offer M.Sc. programs in addition to the former B.Sc. programs offered in all departments. The Centre for Biotechnology offers M.Sc. and PhD degrees encompassing the broad fields of chemical and gene biotechnology.

The ideal candidate is an experienced, effective leader with strong interpersonal skills, has an established record of research and teaching, and who has the ability to foster and mentor excellence in research and teaching of faculty. The new Dean is expected to continue the outstanding work of the late Dean Ron Brown who fostered effective relationships with faculty, staff and students, and promoted relationships and linkages with the external community.

Reporting to the Vice President, Academic, the Dean of Mathematics and Science is responsible for the leadership, operation, and management of the Faculty, including strategic planning, academic development, curriculum planning and budgeting. As a member of the University's senior administrative team, the Dean is expected to play a significant role in University wide initiatives and promotion of the Faculty. The position would begin July 1, 2002.

Consideration of applications and nominations will begin **January 14, 2002**. They should be submitted in confidence to:

Dr. Terry Boak
Vice President, Academic
Brock University
St. Catharines, ON L2S 3A1

In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. Brock University is an equal opportunity employer. More information on Brock University can be found on the University's website www.BrockU.ca

BROCK UNIVERSITY

CANADA RESEARCH CHAIRS (Tier II)
Social and Health Aspects of Youth and Wellness

Brock University seeks applications for two Canada Research Chairs (Tier II) in fields related to the social and health aspects of youth and wellness. These appointments are intended to support University initiatives in related fields including among others: Education, Social Sciences (e.g., Child and Youth Studies, Psychology, Sociology), and Applied Health Sciences (e.g., Recreation, Physical Education, Community Health). Brock University is committed to multi-disciplinary research and has developed strong research linkages with local, provincial and national agencies with interests in areas of youth resiliency and life style choices, education, social and personal development, sociolegal issues related to youth and health/wellness, and policy analysis and planning for youth and wellness. (For Brock's Canada Research Chair priorities see http://www.chairs.gc.ca/english/research/strategic/index.html.)

The appointments are expected to be at the Associate Professor level and commence 1st July 2002. Applicants and nominees are to be emerging leaders in their field, have a strong (emerging) national and international scholarly presence, have an excellent teaching record and demonstrated capacity for undergraduate and graduate teaching and supervision; and have significant, programmatic, externally funded research, and a commitment to multidisciplinary and collaborative research. Candidates have the opportunity for cross-appointments between departments and Faculties (Applied Health Sciences, Education, Social Sciences). The positions come with additional funding through the Canada Foundation for Innovation (CFI) for equipment and reduced teaching loads. Hiring decisions will be made on the basis of demonstrated research excellence, teaching ability, potential for interaction with colleagues, and departmental and University needs. Please submit a curriculum vitae, a statement of research interests and plans, a statement of teaching interests and a list of potential referees to:

Dr. Jack Martin Miller
Associate Vice-President Research and
Dean of Graduate Studies
Brock University
500 Glenridge Avenue
St. Catharines, ON L2S 3A1
Facsimile 905-684-2277

Applications for this competition will be received and considered until suitable candidates have been identified. Applicants or nominations from Canada and elsewhere are encouraged. Brock University hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons.

The Bulletin Classifieds are on-line!

Get a head start on the job hunt. Check the CAUT Web Site. It has all you need to know about higher education in Canada.

get connected www.caut.ca

Right on Target for Academics.

CAUT BULLETIN

Simon Fraser University
Canada Research Chair
School of Kinesiology

The School of Kinesiology at Simon Fraser University invites applications from outstanding researchers for a Canada Research Chair. The Chair may be awarded at the Senior (tier 1) or Junior (tier 2) level. The Canada Research Chairs (CRC) Program has been established to enable Canadian universities to foster research excellence and enhance their role as world class centres of research. More information about the Canada Research Chairs, SFU's strategic plan and research funding support is available at: http://www.chairs.gc.ca. The School has identified three research areas that it would like to strengthen: Human Factors/ Ergonomics; Exercise Physiology (clinical or environmental); and Musculoskeletal Injury/ Neuromuscular Rehabilitation. Applicants from other areas with a vision of how they will enhance the School's research profile are also encouraged to apply. There is an expectation that the successful candidate will have a strong research profile at the International level, evidence of creativity, impact and leadership in research, and an interest in teaching at the graduate and undergraduate levels. SFU has created an Institute for Health Research and Education (IHRE) in which Kinesiology will have a central role. SFU is committing considerable resources to facilities and personnel for this Institute, to support the development of health related research. In addition, the School is currently advertising two assistant professor positions to support research in the identified areas. The School takes a scientific approach to the study of human structure and function and their relation to health and movement, has over 20 faculty and is committed to excellence in research and teaching. There are well established research programs and excellent research facilities available within the School and the University. Further information about the School of Kinesiology may be found at http://fas.sfu.ca/kin. Priority will be given to applications received by **October 15th, 2001**, but additional applicants may be considered until the position is filled. To apply, please submit your curriculum vitae, five publications that provide an overview of your lifetime contributions to research, a letter outlining your vision for future research in our School, and the names and contact information of 5 referees who can comment on your scholarly activities, creativity, leadership and record of research trainee supervision. Send applications in confidence to: **J. B. Morrison, PhD, Director, School of Kinesiology, Faculty of Applied Sciences, Simon Fraser University, Burnaby, British Columbia, V5A 1S6, Canada.** Simon Fraser University is committed to the principle of equity in employment and offers equal employment opportunities to qualified applicants. Canadians and non-Canadians are eligible for this position. All appointments are subject to budgetary authorization.

Innis College
University of Toronto

Assistant Professor

The University of Toronto's Cinema Studies Program (at Innis College) and the Department of Philosophy invite applications for a tenure stream appointment at the rank of Assistant Professor. The successful candidate will be expected to teach a range of film-related courses, from first-year to graduate level as well as supervising individual students, pursuing, scholarship and participating in the affairs of the College and the Department. Salary to be commensurate with qualifications and experience. A letter of application including a c.v. should be sent to **Frank Cunningham, Principal, Innis College, 2 Sussex Avenue, Toronto, Ontario M5S 1J5** as should three letters of reference. The deadline for applications is **November 1, 2001**. The expected starting date for the position is July 1, 2002. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities and others who may contribute to further diversification of ideas. More information on the University of Toronto, Innis College and the Department of Philosophy can be found on the University's website: http://www.utoronto.ca.

a letter of application indicating their qualifications for this position, cv, other supporting material (teaching dossier, publications, etc.), and arrange for three confidential letters of reference to be received by November 30, 2001 to: Dr. T.F. Hartnagel, Dean, St. Joseph's College, University of Alberta, Edmonton, AB T6G 2J5. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). As a Catholic post-secondary institution, St. Joseph's College hires on the basis of merit and is committed to employment equity. For further information concerning the College see our website www.ualberta.ca/~stjoseph

RESOURCE OR ENVIRONMENTAL ECONOMICS

UNIVERSITY OF ALBERTA — Assistant Professor, tenure track, is sought by the Department of Rural Economy (www.re.ualberta.ca). (Associate Professor appointment may apply subject to qualifications). Starting salary $48,000 to $64,000 per year subject to qualifications and experience. Qualifications are PhD in Agricultural Economics. Applied Economics or Economics, specialization in resource or environmental economics. Capacity to develop a strong program of externally funded research focused on emerging economic issues for food, forestry or the environment. Examples are forest certification; food issues related to biotechnology, or environmental/health/development linkages. Commitment to teaching is also expected in accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered. A letter of application, with statements of research and teaching interests, transcripts, vitae and the names of three referees should be sent to: Chair, Department of Rural Economy, University of Alberta, Edmonton, Alberta, Canada, T6G 2H1. Selection will start on November 1, 2001. The records arising from this competition will be managed in accordance with provisions of the Alberta Freedom of Information and Protection of Privacy Act (FOIPP). The University of Alberta hires on the basis of merit. We are committed to the principle of equity in employment. We welcome diversity and encourage applications from all qualified women and men, including persons with disabilities, members of visible minorities, and Aboriginal persons. In accordance with Canadian immigration requirements, priority will be given to Canadian citizens and permanent residents of Canada. If suitable Canadian citizens and permanent residents cannot be found, other individuals will be considered.

SCIENCE POLITIQUE

L'UNIVERSITÉ D'OTTAWA — Le Département de science politique sollicite des candidatures pour un poste de professeur(e) adjoint menant à la permanence dans le domaine de la politique comparée. La date d'entrée en fonction est le 1er juillet 2002. Ce poste est conditionnel à l'approbation budgétaire finale. Le Département recherche une personne dont les recherches se situent en politique comparée, prioritairement dans des domaines tels que l'étude du fédéralisme, du nationalisme, des mouvements sociaux, ou des politiques publiques dans les pays industrialisés avancés. Les candidat(e)s devraient détenir un doctorat lors de leur entrée en fonction, et doivent être en mesure d'enseigner en français. Prière de faire parvenir sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, et trois (3) lettres de recommandation à Madame Claire Turenne Sjolander, Directrice, Département de science politique, Université d'Ottawa, 75, av. Laurier est, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5. Date de clôture: le 1er novembre 2001. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

L'UNIVERSITÉ D'OTTAWA — Le Département de science politique sollicite des candidatures pour un poste de professeur adjoint menant à la permanence dans le domaine des relations internationales. La date d'entrée en fonction est le 1er juillet 2002. Ce poste est conditionnel à l'approbation budgétaire finale. Le Département recherche une personne dont les recherches se situent en politique internationale, les relations internationales, la mondialisation, l'économie politique internationale, la sécurité internationale. Les candidat(e)s devraient détenir un doctorat lors de leur entrée en fonction, et doivent être en mesure d'enseigner en français. Prière de faire parvenir sa lettre de candidature, son curriculum vitae, un exemplaire de ses principales publications, et trois (3) lettres de recommandation à Madame Claire Turenne Sjolander, Directrice, Département de science politique, Université d'Ottawa, 75, av. Laurier est, C.P. 450, Succ. A, Ottawa, Ontario K1N 6N5. Date de clôture: le 1er novembre 2001. Conformément aux exigences prescrites en matière d'immigration au Canada, la priorité sera accordée aux citoyen(ne)s canadien(ne)s et aux résident(e)s permanent(e)s. L'Université d'Ottawa applique le principe d'équité en matière d'emploi.

SOCIAL JUSTICE

THE UNIVERSITY OF WINDSOR — Invites applications for tenure-track position in the Department of Sociology and Anthropology in the area of Social Justice commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: November 30/01. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621, Email: lynnep@uwindsor.ca

SOCIAL PSYCHOLOGY

UNIVERSITY OF TORONTO AT SCARBOROUGH — The Division of Life Sciences invites applications for a tenure-stream position in Cross Cultural Social Psychology. Applicants must have a PhD (or equivalent). The successful candidate will be expected to develop a strong research program and to take an active role in both undergraduate and graduate teaching. For information on research and teaching strengths in the Division, please consult the Divisional website: http://www.utsc.utoronto.ca/~lifesci/index.html. Interested applicants should submit a complete curriculum vitae (that should include individual statements of research and teaching interests) and a copy of recent reprints, and arrange to have three letters of recommendation (including comments on teaching ability, publications and research potential) sent from the referees. All materials should be addressed to: Professor John H Youson, Chair, Division of Life Sciences, University of Toronto at Scarborough, 1265 Military Trail, Scarborough, Ontario, M1C 1A4. Closing date for applications is December 3, 2001. The appointment will be at the Assistant Professor level, and salary will be commensurate with qualifications. The position will be effective July 1, 2002. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position.

SOCIAL SCIENCE

THE UNIVERSITY OF WINDSOR — invites applications for a tenure-track position in the Faculty of Education in the area of Social Science commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at: www.uwindsor.ca/faculty positions. Closing date of applications: October 30/01. Contact: Dr. Pat Rogers, Dean, Faculty of Education, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 3801; Fax: 519.971.3612; Email: progers@uwindsor.ca

SOCIOLOGY

UNIVERSITY OF TORONTO — St. George Campus — The Department of Sociology. University of Toronto is inviting applications for a newly created tenure-stream (Assistant Professor) position in Urban Health. Candidates should have a PhD degree in sociology, with research and teaching interests in the sociology of health, and a particular focus on the determinants of urban health. Additionally, candidates should have an interest in how health policy is formulated. Experience with large data sets would be an advantage. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may add to the diversity of ideas. The deadline for submission of applications is November 15, 2001. Interested candidates should send a curriculum vitae and covering letter. Candidates should also arrange for three letters of reference to be submitted under separate cover. All correspondence should be sent to: Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4.

UNIVERSITY OF TORONTO — The Department of Sociology and the Institute for Women's Studies and Gender Studies at the University of Toronto invite applications for a tenure track joint appointment at the rank of Assistant Professor. The successful candidate will have a PhD in sociology and will carry out research on health or social policy issues, with a focus on gender. The appointment will be effective July 1, 2002. Applicants should have a completed PhD by the time of the appointment and have demonstrated promise of excellence in teaching and scholarly research and publication. As the appointment is shared (60% Sociology and 40% Women's/Gender Studies), the appointee will be expected to teach undergraduate and graduate courses in Sociology and in Women's Studies and Gender Studies. The latter requires a capacity to teach interdisciplinary courses. Salary will be commensurate with experience. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, person with disabilities, and others who may contribute to further diversification of ideas. Applications should include a covering letter, curriculum vitae, teaching dossier and two article-length samples of research. Applicants should also arrange for three letters of reference to be submitted under separate cover. The review of applications will begin shortly thereafter. All correspondence should be sent to: Professor Lorne Tepperman, Chair, Department of Sociology, University of Toronto, 725 Spadina Avenue, Toronto, Ontario, Canada M5S 2J4. Applications will close October 1, 2001.

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has up to three tenure-track positions available for candidates specializing in one or more of the following areas: social justice and moral regulation, social movements and political economic sociology. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/interne/jobs.cfm.

YORK UNIVERSITY — Sociology: Applications for a tenure-stream appointment are invited from persons with a specialization in quantitative sociology. Preference will be given to candidates with a program of substantive research in areas such as such as health, inequality, education, and the life course. A continuing commitment to quantitative social research and to teaching quantitative methods at the graduate level is required. The appointment is at the rank of assistant professor, in the Department of Sociology, Faculty of Arts, York University, commencing July 1, 2002. A PhD, to be completed by September 1, 2002, a record of sociological scholarship in the area of specialization, and demonstrated commitment to teaching are required. Duties will include teaching at the undergraduate and graduate levels, a program of productive research, and involvement in departmental and University service. Department of Sociology faculty members are committed to regularly teaching the second year foundation courses of our curriculum. Please send a curriculum vitae, a letter stating abilities and interests relevant to the position, up to three examples of your written work, and arrange to have three referees send letters to: Professor Tony Turnitin, Chair, Department of Sociology, Faculty of Arts, York University, Toronto, Ontario, M3J 1P3. This position is subject to budgetary approval. Salary is dependent on qualifications. The application deadline is November 30, 2001. York University has an Affirmative Action Program with respect to its faculty and librarian appointments. The designated groups are: women, racial/visible minorities, persons with disabilities and aboriginal peoples. The Department of Sociology has taken further steps in its policy of affirmative action to include applications from lesbian, gay, bisexual and transgendered people. Persons in these groups must self-identify in order to participate in the Affirmative Action Program. The Department of Sociology welcomes applications from persons in these groups. The Affirmative Action Program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5763. In accordance with Canadian requirements, this advertisement is directed to Canadian citizens and permanent residents.

McGILL UNIVERSITY — Sociology. An application is invited for a tenure-track appointment at the Assistant Professor level in the area of medical sociology commencing September 2002. Ability to teach advanced qualitative or quantitative methods is expected. Knowledge of French is an asset. McGill University is committed to equity in employment. In accordance with Canadian immigration requirements, this advertisement is directed in the first instance to Canadian citizens and permanent residents. For more information on the Department, visit its website at http://www.arts.mcgill.ca/programs/sociology/index.htm. Interested persons should write to: The Chair, Recruitment Committee — Medical Sociology Position, Department of Sociology, McGill University, Room 712, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7, enclosing a curriculum vitae and a sample of work. Candidates should have three referees write on their behalf. The search will continue until the position is filled.

McGILL UNIVERSITY — The McGill School of the Environment (an interfaculty programme) and the Department of Sociology invite applications for an assistant professor in demography beginning September 2002. Candidates must have a doctorate in sociology or demography and be interested in conducting research on the interface between population studies and environmental issues. Potential research profiles for the successful candidate might include, but not be limited to, topics such as population growth, demographic pressures on natural resources, climate change, biodiversity, or environmental policy concerns. The normal teaching load is two courses per semester, one for each unit. Salary will be commensurate with qualifications. Some knowledge of French will be considered an asset. McGill University (www.mcgill.ca) is committed to equity in employment. Applications should be received by 1 December 2001, but will be accepted until the position is filled. Candidates must forward two copies of a CV, a statement of research and teaching interests, and a sample of written work. Applicants should ask three referees to send confidential letters on their behalf. Address applications and other materials to: The Chair, Recruitment Committee — Demography Position, Department of Sociology, Leacock, 712, McGill University, 855 Sherbrooke Street West, Montreal, Quebec, Canada, H3A 2T7. Tel: (514) 398-6847; Fax (514) 398-3403.

THE UNIVERSITY OF WINDSOR — invites applications for a 3-year limited-term position in the Department of Sociology and Anthropology in the area of Social Psychology and Qualitative Methods commencing July 1, 2002. Subject to budgetary approval. For detailed position descriptions visit our website at: www.uwindsor.ca/facultypositions. Closing date of applications: February 1/02. Contact: Dr. Lynne Phillips, Head, Sociology and Anthropology, University of Windsor, Windsor, ON, N9B 3P4; Tel: 519.253.3000, Ext. 2190; Fax: 519.971.3621; Email: lynnep@uwindsor.ca

SOCIOLOGY & ANTHROPOLOGY

CARLETON UNIVERSITY — The Department of Sociology and Anthropology. Applications are invited for a tenure-track position involving sociology and advanced technology. This position will be of particular interest to those with interests in Science and Technology Studies (STS), Social Studies of Scientific Knowledge (SSK) and/or Public Uses of Science (PUS). The position will be in the Department of Sociology and Anthropology at the rank of Assistant Professor to commence July 1, 2002. The position is subject to budgetary approval. Advanced technology is one element of the tripartite mission of the University, which has strong ties to the local advanced technology

CAUT ACPPU BULLETIN

Publisher's Statement
Déclaration de l'éditeur

The publisher will not accept advertisements of academic positions restricting applications on grounds of race, national origin, religion, colour, sex, age, marital status, family status, ethnicity, disability, sexual preference, social origin, or political beliefs or affiliation. CAUT expects that all positions advertised in the *Bulletin* are open to both men and women. Advertisements using restrictive language will not be accepted except when the language is consistent with Human rights legislation. Where any bona fide reasons for exemption from general policy stated above exist, it is the responsibility of the institution which intends to place a restrictive advertisement to provide the Editor of the *Bulletin* with a statement as to these reasons.

Many Canadian universities are signatories to the Federal Contractors Program. The program requires that suppliers of goods and services to the federal government who employ 100 persons or more and who want to bid on federal contracts (including research contracts) of $200,000 or more must commit themselves to implementing employment equity as a condition of their bid. This commitment requires the identification and removal of artificial barriers to the selection, hiring, promotion and training of women, aboriginal peoples, persons with disabilities and visible minorities. As a result, applications for some positions advertised in the CAUT *Bulletin* may be asked to provide information of a confidential nature.

As a service to CAUT members interested in positions available in other countries, the *Bulletin* accepts advertisements for these positions. The view of academic freedom and the extent to which it is protected in other countries may vary. Except in the case of the United States, where the Association of American University Professors (AAUP) investigates alleged violations of academic freedom, there is no method by which we can provide any verifiable information concerning the state of academic freedom at universities outside of Canada. CAUT publishes a list of universities censured by AAUP twice a year. Further information about those censures can be obtained by writing to AAUP, Suite 500, 1012 - 14th, St. N.W., Washington, DC 20005, tel: 202-737-5900.

L'éditeur n'accepte pas d'annonces de postes d'administration ni d'enseignement qui restreignent les candidatures pour des raisons de race, d'origine raciale, de religion, de couleur, de sexe, d'âge, d'état civil, de situation familiale, ethniques, d'incapacité, d'orientation sexuelle, d'origine sociale ou de convictions ou d'attaches politiques générales. L'ACPPU s'attend à ce que tous les postes annoncés dans le *Bulletin* soient offerts aux hommes et aux femmes. Les annonces utilisant un langage restrictif ne sont pas acceptées à moins qu'elles soient conformes à la loi sur les droits de la personne. Il incombe à l'établissement qui a l'intention de faire paraître une annonce restrictive de fournir à la rédactrice du *Bulletin* une déclaration énonçant ces raisons.

Beaucoup d'universités canadiennes se sont jointes au Programme de contrats fédéraux. Le programme exige que les fournisseurs de biens et services du gouvernement fédéral qui emploient au moins 100 personnes et veulent soumissionner des contrats fédéraux (y compris des contrats de recherche) d'au moins 200 000 $ doivent s'engager, comme condition de la soumission, à appliquer l'équité dans l'emploi. Cet engagement exige que l'on supprime tout obstacle artificiel à la sélection, à l'embauche, à l'avancement et à la formation des femmes, des autochtones, des personnes handicapées et des minorités visibles. À cette fin, on pourra demander aux candidat(e)s à certains postes annoncés dans le *Bulletin* de l'ACPPU de fournir des renseignements à caractère confidentiel.

Le *Bulletin* accepte les offres d'emploi à l'extérieur du Canada à titre de service pour les membres de l'ACPPU qui pourraient être intéressés. La perception de la liberté universitaire et son degré de protection peut varier d'un pays à l'autre. À l'exception des États-Unis, où l'Association of American University Professors enquête sur des prétendues violations de la liberté universitaire, il n'existe aucune méthode nous permettant de vérifier la situation de la liberté universitaire dans les universités étrangères. Deux fois par année, l'ACPPU publie une liste d'universités faisant l'objet de censure par l'AAUP. Pour obtenir des renseignements supplémentaires sur ces censures, prière d'écrire à l'AAUP, suite 500, 1012 14th St. N.W., Washington, DC 20005, tél: (202)737-5900.

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AD DEADLINES 2001-2002

The *Bulletin* is published 10 times during the academic year, once a month September through June.

ISSUE	CLASSIFIED	DISPLAY
September	August 7/01	August 14/01
October	September 4/01	September 12/01
November	October 5/01	October 12/01
December	November 7/01	November 14/01
January	December 7/01	December 14/01
February	January 8/02	January 15/02
March	February 7/02	February 14/02
April	March 7/02	March 14/02
May	April 8/02	April 15/02
June	May 7/02	May 14/02

Note: All deadlines are by 12 noon, EST. No changes or cancellations after the deadline.

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DATES LIMITES 2001-2002

Le *Bulletin* est publié dix fois pendant l'année universitaire, une fois chaque mois, de septembre à juin.

NUMÉRO	PETITES ANNONCES	GRANDES ANNONCES
Septembre	7 août 2001	14 août 2001
Octobre	3 septembre 2001	14 septembre 2001
Novembre	5 octobre 2001	12 octobre 2001
Décembre	7 novembre 2001	14 novembre 2001
Janvier	7 décembre 2001	14 décembre 2001
Février	8 janvier 2002	15 janvier 2002
Mars	7 février 2002	14 février 2002
Avril	7 mars 2002	14 mars 2002
Mai	8 avril 20022	15 avril 2002
Juin	7 mai 2002	14 mai 2002

Les dates limites tombent à midi, HNE. Il n'y a aucune modification ou annulation après la date limite

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CAREERS CARRIÈRES

community. The Department is a unit in the Faculty of Arts and Social Sciences, which is developing BA programs and interdisciplinary research projects in information technology. Technology is a field in the Faculty's new interdisciplinary doctoral program in Cultural Mediations, which commences in September 2001 and to which the Department contributes. The successful candidate will contribute to the development of these initiatives, and will supply intellectual leadership to the Department's current activities in advanced and information technology. The department offers 3-year degrees and 4-year honours degrees in both Sociology and Anthropology, master's programs in Sociology and anthropology, and a doctoral program in Sociology. The department has played a leading role in articulating the mutual interests of Sociology and Anthropology as disciplines, and Anthropology faculty frequently supervise doctoral candidates in Sociology. The department is completing a review of its undergraduate programs as it positions itself in relation to recent global developments and the renewed mission of the University. An ability to contribute to the teaching of the Department's graduate programs, as well as to its various theoretical and methodological courses, will be considered an advantage. The successful candidate will have a completed doctorate in Sociology, Anthropology or a cognate discipline or field, an established record of publications, and will have demonstrated superior ability as a teacher. A letter of application, stating research and teaching interests, together with a curriculum vitae, two examples of published or professionally commissioned work, any available teaching evaluations, and the names, addresses, telephone numbers and e-mail addresses of three referees, should be sent to: Dr. Charles C. Gordon, Acting Chair, Department of Sociology and Anthropology, Carleton University, 1125 Colonel By Drive, Ottawa, Ontario K1S 5B6, email: charles_gordon@carleton.ca. Candidates should request that their three referees to forward supporting letters to the same address. Canadian citizens and permanent residents will be considered first for this position. Carleton University is committed to equality of employment of women, aboriginal peoples, visible minorities and persons with disabilities. Persons from these groups are encouraged to apply. Applications will be received until the position is filled. Review of applications will begin 1 November 2001.

SPANISH

CONCORDIA UNIVERSITY — Faculty of Arts & Science has one tenure-track position available in Spanish Translation (English to Spanish to English). Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

THE UNIVERSITY OF TORONTO — Tenure-track position in Spanish Peninsular literature at the Assistant Professor level, effective July 1, 2002. Required: PhD in modern prose narrative, with publications and clear promise of future scholarly development in this area, evidence of excellence in teaching, willingness to teach intermediate or advanced language courses, native or near-native fluency in Spanish and English. The ability to teach courses in Catalan is an asset. Salary will be commensurate with qualifications and experience. Applications must be received by November 23, 2001. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

THE UNIVERSITY OF TORONTO — Tenure-track position in Hispanic linguistics and language at the Assistant or Associate Professor level, effective 1 July 2002. Required: PhD in Spanish or Linguistics, publications and clear promise of future scholarly development in phonology, second-language phonology, or historical linguistics, evidence of excellence in teaching; willingness to develop and supervise introductory courses in the Spanish language sequence; native or near-native proficiency in Spanish and English. Interest in second-language pedagogy and instructional technology is an asset. Salary will be commensurate with qualifications and experience. Applications must be received by November 23, 2001. Please send a letter of application and curriculum vitae and arrange to have three letters of reference sent to Professor Stephen Rupp, Chair, Department of Spanish and Portuguese, 91 Charles Street West #208, University of Toronto, Toronto, Ontario, Canada M5S 1K7. The University of Toronto is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world.

STATISTICS

YORK UNIVERSITY — Applications are invited for a tenure-track appointment in Statistics at the Assistant Professor level in the Department of Mathematics and Statistics, to commence July 1, 2002. The successful candidate will be expected to have demonstrated research excellence in Statistics, and must have a PhD and evidence of superior teaching ability. The decision process will begin on January 7, 2002. Applicants should send resumes and arrange for at least three letters of recommendation (one of which should address teaching) to be sent directly to: Statistics Search Committee, Department of Mathematics and Statistics, York University, 4700 Keele Street, Toronto, Ontario, Canada M3J 1P3, Fax (416) 736-5757. E-mail: statsrecruit@mathstat.yorku.ca, www.math.yorku.ca/Hiring/. In accordance with Canadian Immigration requirements, Canadian citizens and permanent residents will be considered first for this position. All positions at York are subject to budgetary approval. For many years, York University has had a policy of employment equity including affirmative action for women faculty and librarians. Recently, York has included racially visible minorities, persons with disabilities and aboriginal peoples in its affirmative action program. Persons who are members of one or more of these three groups are encouraged to self identify during the selection process. Please note that candidates from these three groups will be considered within the priorities of the affirmative action program only if they self identify. The Department of Mathematics and Statistics welcomes applications from women, racially visible minorities, persons with disabilities and aboriginal peoples. The affirmative action program can be found on York's website at www.yorku.ca or a copy can be obtained by calling the affirmative action office at 416-736-5713.

THE UNIVERSITY OF TORONTO — The Department of Statistics invites applications for a tenure-stream appointment at the Assistant Professor level starting July 1, 2002. Duties will include research, undergraduate and graduate teaching and involvement in graduate supervision. Candidates must be of potential excellence in research and a doctoral degree are required. Applicants from all areas of statistics will be considered, including applicants with an interdisciplinary background in a related area such as, for example, image processing, machine learning, data mining, genetics, and environmental science. Letters of application with curriculum vitae, graduate transcripts and reprints should be sent to Professor Nancy Reid, Chair, Department of Statistics, University of Toronto, 100 St. George Street, Toronto, Ontario, Canada M5S 3G3 by December 31, 2001. Applicants should ask three references to send a letter of recommendation under separate cover to the same address by the stated deadline. Canadian citizens and permanent residents will be considered first for this position. The University of Toronto offers the opportunity to teach, conduct research and live in one of the most diverse cities in the world, and is strongly committed to diversity within its community. The University especially welcomes applications from visible minority group members, women, Aboriginal persons, persons with disabilities, and others who may contribute to further diversification of ideas.

THEATRE

DALHOUSIE UNIVERSITY — The Department of Theatre invites applications for a four-month sabbatical replacement appointment at the rank of Lecturer or Assistant Professor, commencing Jan. 1, 2002. Candidates should be trained as specialists in Voice and Speech and will be expected to voice-coach two Departmental productions. The qualifications required for this position include (1) MA, MFA or equivalent; (2) teaching experience at the post-secondary level; (3) professional experience as an actor and/or coach; and (4) training ability in the following areas: speech, vocal production, text analysis, and IPA. This position is subject to budgetary approval. Applications, which should include a complete curriculum vitae and three confidential letters of reference, forwarded by the referees, should be sent to the Chair, Department of Theatre, Dalhousie University, Halifax, Nova Scotia, B3H 3J5, by October 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian Citizens and permanent residents of Canada. Dalhousie University is and Employment Equity/Affirmative Action Employer. The University encourages applications from qualified aboriginal peoples, persons with a disability, racially visible people, and women.

THEOLOGICAL STUDIES

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L'UNIVERSITÉ D'OTTAWA — L'ETI sollicite des candidatures à un poste de professeur adjoint à temps plein menant à la permanence. Domaine: Traduction. Un intérêt particulier pour un ou plusieurs des domaines suivants est souhaitable: théorie de la traduction, linguistique contrastive, traduction technique, traduction générale. Tâches: Enseignement aux trois cycles, en français et/ou en anglais, selon les besoins de l'ETI. Recherche. Responsabilités administratives. Critères d'admissibilité: Doctorat et publications. L'expérience de l'enseignement universitaire constitue un atout. Une expérience professionnelle est également souhaitable. Ce poste s'adresse autant aux francophones qu'aux anglophones. Salaire: Selon la convention collective. Date de clôture: le 1er décembre 2001. Entrée en fonction: le 1er juillet 2002. Prière d'adresser la lettre de candidature, un curriculum vitae complet et à jour, un exemplaire des principales publications et le nom de trois répondants à: Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, C.P. 450, Succ. A, Ottawa (Ontario), K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage fortement les hommes à présenter leur candidature.

L'UNIVERSITÉ D'OTTAWA — L'école de traduction et d'interprétation sollicite des candidatures à un poste de professeur adjoint à temps plein menant à la permanence. Domaine: Traduction: Theorie de la traduction, linguistique contrastive, traduction technique, traduction générale. Tâches: Enseignement aux trois cycles, en français et/ou en anglais. Recherche. Responsabilités administratives. Admissibilité: Doctorat et publications. L'expérience de l'enseignement universitaire constitue un atout. Une experience professionnelle est également souhaitable. Ce poste s'adresse autant aux francophones qu'aux anglophones. Salaire: Selon la convention collective. Date de clôture: le 1er décembre 2001. Entrée en fonction: le 1er juillet 2002. Prière d'adresser la lettre de candidature, un curriculum vitae complet et à jour, un exemplaire des principales publications et le nom de trois répondants à l'attention de Jean Delisle, Directeur, École de traduction et d'interprétation, Université d'Ottawa, C.P. 450, Succ. A, Ottawa (Ontario) K1N 6N5. Conformément aux exigences prescrites en matière d'immigration au Canada, cette annonce s'adresse aux citoyens canadiens et aux résidents permanents. L'Université a une politique d'équité en matière d'emploi et encourage fortement les hommes à présenter leur candidature.

TRANSLATION

THE UNIVERSITY OF OTTAWA — The STI invites applications for a full-time tenure-track position, with the rank of Assistant Professor, Field Translation. Special interest in one or more of the following areas is desirable: theory of translation, contrastive linguistics, technical translation, general translation. Tasks: The successful applicant will be required to teach at both graduate and undergraduate levels in English and/or in French, according to the needs of the School. The applicant will be expected to carry out research and participate in administrative duties. Minimum qualifications: Doctorate and publications. Experience in university teaching is a definite advantage. Professional experience would also be desirable. English speaking as well as French speaking applicants will be considered. Salary: In accordance with the collective agreement. Deadline for applications: December 1, 2001. Starting Date: July 1, 2002. Letters of application, accompanied by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, Box 450, Station A, Ottawa ON, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men.

THE UNIVERSITY OF OTTAWA — The STI invites applications for a full-time tenure-track position, with the rank of Assistant Professor, Field: Translation. Special interest in one or more of the following areas is desirable: theory of translation, contrastive linguistics, technical translation, general translation. Tasks: The successful applicant will be required to teach at both graduate and undergraduate levels in English and/or in French, according to the needs of the School. The applicant will be expected to carry out research and participate in administrative duties. Minimum qualifications: Doctorate and publications. Experience in university teaching is a definite advantage. Professional experience would also be desirable. English speaking as well as French speaking applicants will be considered. Salary: In accordance with the collective agreement. Deadline for applications: December 1, 2001. Starting Date: July 1, 2002. Letters of application, accompanied by a detailed and up-to-date curriculum vitae, copies of principal publications and the names of three referees, should be sent to: Jean Delisle, Director, School of Translation and Interpretation, University of Ottawa, Box 450, Station A, Ottawa ON, K1N 6N5. In accordance with Canadian immigration requirements, this advertisement is directed to Canadian citizens and permanent residents. The University of Ottawa has an Employment Equity Program and strongly encourages applications from men.

UROLOGY

McGILL UNIVERSITY — The Division of Urology is seeking a full-time academic molecular patndlogist at the level of Assistant or Associate Professor to head the laboratory program in molecular characterization of human genito-urinary cancer tissues. This individual will have a strong background in translational research involving human urologic malignancies. The appointment will be primarily in the Department of Surgery/Division of Urology with secondary appointments in the Departments of Pathology and Oncology. Salary will be commensurate with the candidate's experience and rank. In accordance with Canadian Immigration requirements, priority will be given to Canadian Citizens and permanent residents of Canada. McGill University is committed to equity in employment. Please send a curriculum vitae to: Armen Aprikian, M.D., Division of Urology, McGill University Health Centre, 1650 Cedar Avenue, L8-309, Montreal, Quebec, H3G 1A4, Canada, Tel 514-934-8295, Fax 514-934-8297, E-mail: armen.aprikian@muhc.mcgill.ca

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THE UNIVERSITY OF WINDSOR — invites applications for tenure-track positions in the School of Visual Arts in the areas of Contemporary Issues/Art, Digital Arts and Interactive Art Installation, Photography, and the position of Director commencing July 1, 2002. Subject to budgetary approval. For a detailed position description visit our website at www.uwindsor.ca/facultypositions. Closing date of applications: November 15/01. Contact: Prof. William Law, Interim Head, School of Visual Arts, University of Windsor, Windsor, ON, N9B 3P4, Tel: 519 253.3000, Ext. 2828, Fax: 519 971 3647, Email: art@uwindsor.ca

WOMEN'S STUDIES

CONCORDIA UNIVERSITY — Faculty of Arts & Science, has one tenure-track position available in Women's Studies. Please see our full-page display ad in this issue or visit us on the Web at http://artsandscience.concordia.ca/internet/jobs.cfm.

ZOOLOGY

THE UNIVERSITY OF BRITISH COLUMBIA — The Department of Zoology seeks an experimental field ecologist, with interests in conservation biology. The successful applicant will be expected to teach courses in conservation biology, ecology, or organismal biology and to be active in the UBC Centre for Biodiversity Research. Expected starting date: July 1, 2002. Salary will be commensurate with experience. Appointment will be at the assistant professor level and is subject to final budgetary approval. Applicants should send a curriculum vitae, a summary of research interests and teaching philosophy, reprints of three key publications, and the names and e-mail addresses of three referees to: Dr. J. Gosline, Acting Head, Department of Zoology, University of British Columbia, 6270 University Boulevard, Vancouver, BC, Canada, V6T 1Z4 (Email: head@zoology.ubc.ca, Fax 604-822-5780). Candidates should ask referees to send supporting letters to the same address by the closing date. Closing date for applications is October 31, 2001. In accordance with Canadian Immigration requirements, this advertisement is directed to Canadian citizens and permanent residents of Canada. The University of British Columbia hires on the basis of merit and is committed to employment equity. We encourage all qualified persons to apply.

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Université d'Ottawa
Institut d'études des femmes

Poste à double affectation menant à la permanence

L'Institut d'études des femmes de l'Université d'Ottawa sollicite des candidatures pour un poste au rang de professeur adjoint menant à la permanence. La date d'entrée en fonction est le 1er juillet 2002. La personne choisie partagera ses tâches administratives et d'enseignement entre l'Institut d'études des femmes et une unité scolaire appropriée. Le salaire sera conforme aux qualifications et à l'expérience.

Les candidates ou candidats doivent être titulaires d'un doctorat et s'engager à travailler dans un contexte interdisciplinaire. Elles ou ils doivent démontrer de fortes aptitudes pour la recherche dans le domaine des études des femmes, de même que pour l'enseignement aux 1er et 2e cycles. La personne choisie devra pouvoir traiter des questions théoriques et appliquées rattachées aux études féministes, et être en mesure d'enseigner le cours *Introduction aux études des femmes*. La capacité à enseigner en français et en anglais est une condition exigée pour l'obtention de la permanence. Nous sollicitons tout particulièrement la candidature de personnes qui possèdent de fortes aptitudes d'enseignement et de recherche dans l'un et/ou l'autre des domaines suivants : Race, classes, ethnicité et cultures; Femmes et développement; Économie, technologies et mondialisation.

Les candidates ou candidats doivent soumettre un curriculum vitae, une lettre énoncant leurs intérêts sur les plans de l'enseignement et de la recherche ainsi que trois lettres de recommandation à *L'Institut d'études des femmes, Université d'Ottawa, 143 Séraphin-Marion, C. P. 450, Succ. A, Ottawa, Ontario, K1N 6N5*. La date limite pour soumettre sa candidature est le *30 novembre 2001*. L'Université d'Ottawa a une politique d'équité en matière d'emploi. Conformément aux exigences d'Immigration Canada, cette annonce s'adresse aux citoyennes canadiennes ou citoyens canadiens et aux résidentes permanentes ou résidents permanents du Canada. L'attribution du poste est soumise aux approbations budgétaires applicables.

University of Ottawa
Institute of Women's Studies

Tenure-Track Joint Appointment

The Institute of Women's Studies at the University of Ottawa invites applications for a joint tenure-track appointment at the Assistant Professor level, starting July 1st, 2002. The successful candidate is responsible for teaching and administrative tasks both in Women's Studies and in an appropriate academic unit. Salary commensurate with qualifications and experience.

Candidates must have a completed Ph.D and be committed to working in an interdisciplinary context. They must demonstrate strong potential for scholarship in Women's Studies and for teaching at the undergraduate and graduate levels in both applied and theoretical issues in feminist studies. The successful candidate will also be able to teach the course *Introduction to Women's Studies* and must be able to teach in French and English to obtain tenure.

We are particularly interested in individuals who have teaching and research strengths in one or more of the following areas: Race, Class, Ethnicity and Cultures; Women and Development; Economy, Technologies and Globalization.

Applicants should submit a curriculum vitae, a letter stating teaching and research interests and three letters of reference to:

The Institute of Women's Studies
University of Ottawa, 143 Séraphin Marion
P.O. Box 450, Station A
Ottawa, Ontario, K1N 6N5

The deadline for applications is *November 30, 2001*.

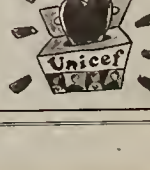
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Dancing with the Porcupine

Rules for governing the university-industry relationship.

By STEVEN LEWIS, PATRICIA BAIRD, ROBERT G. EVANS, WILLIAM A. GHALI, CHARLES J. WRIGHT, ELAINE GIBSON and FRANÇOISE BAYLIS

UNIVERSITIES have long been involved in the creation and evaluation of pharmaceutical products. In its best form, academic participation in drug-related science both spurs innovation and, through the disinterest and skepticism that are hallmarks of the academic mission, provides a check on the premature enthusiasms of industry. In this commentary we examine the logic and behaviour of the pharmaceutical industry in pursuit of its interests and propose rules to govern university-industry partnerships that reflect the public interest.

The duty of universities is to seek truth. The duty of pharmaceutical companies is to make money for their shareholders. Drug companies that fail to do so go out of business. Universities that subordinate the disinterested search for truth to other ends lose credibility and their claim to a privileged status in society. If either abandons its fundamental mission, it ultimately fails. At times, institutional imperatives are bound to conflict.[1,2]

Research can either serve or subvert the public interest. Its findings may advance knowledge and support useful innovation, or be filtered and twisted to support prejudices or gain commercial advantage. The capacities and integrity of researchers, and their universities, can be enhanced or corrupted in the process. Some partnerships are united by an open-minded quest for discovery; others are unholy alliances whereby researchers and universities become handmaidens of industry. Whatever ethical bed we make, we lie in.

There is abundant evidence that many such partnerships place industry imperatives above both the public interest and the fundamental ethos of the university. The evidence includes major variation in disclosure requirements,[3] insufficient protection of the right to publish in a timely fashion[4] and researchers having financial interests in companies potentially affected by the outcomes of their research.[5] The creation of the Canadian Institutes of Health Research (CIHR) and its renewed commitment to excellence and expanded capacity for innovation and discovery have created unprecedented health research opportunities in Canada. With what ethical compass will Canada chart its health research course?

The outcome will depend on three key players: the federal government and its agencies, the universities, and industry. The recent history of government policy is a three-part drama. In the late 1980s the federal government concluded that increased drug research and development by the private sector in Canada would contribute to the economy. Second, multinational drug companies indicated that their expansion of research and development activities in their Canadian branches would be contingent on favourable patent protection legislation. Third, in return for extending patent protection, the government exacted a commitment from industry to invest 10 per cent of sales in Canadian-based research.

The Medical Research Council of Canada[6] (MRC, the forerunner of the CIHR) and many faculty members and universities supported these measures. The MRC budget declined for three consecutive years beginning in 1995–1996 and was essentially frozen during most of the decade.[6] Elsewhere, spending on health research rose significantly, most notably in the United States, where federal funding alone doubled in real terms during the 1990s.[7] Science became more complex, expensive and competitive. To offset the severe restraints imposed on public funding of universities as part of the war on government deficits in Canada during the 1990s, researchers and universities had to look elsewhere for funding. Enter industry.

In 2000, "business enterprise," which was almost exclusively the pharmaceutical industry (although Statistics Canada does not break down the figures), accounted for about 43 per cent of gross domestic expenditures on research and development in the health field (the amount includes $350 million from foreign sources spent on business enterprises in Canada, which we assume to be industry dollars).[8] Universities and teaching hospitals received $161 million from industry, which was more than the amount from provincial governments combined and over half the amount received from federal sources (largely the MRC-CIHR). Aside from being a major player on campus, industry exerts considerable influence on public policy by virtue of the $900 million it spends in-house on research and development.

Proposed Rules for Governing University-Industry Relationships

- A standard, Canada-wide contract governing university-industry relationships, enshrining the right of the academic to disclose potentially harmful clinical effects immediately, and publish freely after a modest interval.
- Guidelines to determine whether a proposed industry-university project is of sufficient intellectual originality and interest to qualify, it should be defined as a service or consulting contract and should be priced and managed as such.
- Mandatory filing of all university-industry agreements and contracts with the overseeing body, and registration of all clinical trials.
- Mandatory written debriefing signed by all parties at the conclusion of every university-industry agreement, to be filed with the provost or equivalent of the university and the overseeing body, with a hearings process to resolve disputes.
- A certification and rating system for industry that assesses such areas as scientific integrity, observance of contracts, commitment to intellectual freedom, degree of interference in the conduct of research and appropriateness of financial arrangements.
- A surtax levied on all university-industry contracts, the proceeds from which would help both to fund a core office and its oversight activities and to cover the costs of defending researchers against industry harassment or formal litigation as vigorously as the Canadian Medical Protective Association protects doctors against medical malpractice claims.
- The appointment of an ombudsperson to whom researchers and industry can refer concerns about partnerships.
- Participation in and endorsement of the refined and expanded set of rules based on these general principles and structures by all agencies funding health research.

What does industry expect for its $161 million invested in universities and teaching hospitals? Drug companies have a fiduciary duty to exploit the intellectual talent and ethical credibility of universities to advance their interests. The proximate goal is the publication of positive results of trials of new drugs, or evaluations that show that certain drugs are better than their competitors' products. The ultimate goal is sales. Negative findings often, and predictably, create an unhappy industry partner. Common sense suggests that universities must be vigilant about protecting their own, fundamentally different culture and orientation.

To date, they have not been. The new money and activity exploded onto the scene with inadequate oversight and no standardization of rules or mechanisms to resolve disputes. The results: some highly publicized aggressions,[9] tarnished institutional reputations, one-sided marriages of convenience, and who knows how much unhelpful drug therapy and increased cost.

Unsettling incidents of this nature have occurred throughout the world.[10] These are not impersonal and civil corporate disagreements; they often involve intimidating tactics by industry that profoundly affect researchers' lives and careers. Canadian cases, the details of which we do not recount for reasons of space, include the Bristol-Myers Squibb lawsuit against the Canadian Coordinating Office on Health Technology Assessment (CCOHTA) to suppress its statin report,[11] and the AstraZeneca legal threat against McMaster University researcher Anne Holbrook for her review of medications for stomach disorders (personal communication 2001). Regardless of the outcome of these cases, industry harassment consumes time and energy (and in the CCOHTA case, 13 per cent of its budget, for legal fees) and creates unease; these are of course the intended effects.

In other cases, the financial clout of industry may influence academic behaviour more subtly, or at least appear to do so. Witness the withdrawal of an offer of employment to Dr. David Healy by the Centre for Addiction and Mental Health (CAMH) in Toronto shortly after he made á speech critical of Prozac, whose manufacturer, Eli Lilly, donated $1.55 million to the CAMH in 2000.[12,13,14] There is no evidence of direct involvement by Eli Lilly in this decision, but the company did withdraw corporate funding of The Hastings Centre after its journal published a series of articles critical of antidepressant prescribing practices.[15]

Such cases demonstrate yet again that, when public and private interests conflict, at least some companies will fiercely protect their shareholders' interests. If the drugs they hoped would be breakthroughs turn out to be "me-toos," they must market them at the highest possible price in order to recoup the development costs, which can exceed US$100 million. If one company's drug is the therapeutic equivalent of other companies' drugs, it is obliged to try to persuade doctors, pharmacists and the public that its drug is actually better. In this, they are identical to car manufacturers and brewers of beer.

These inevitabilities demand prudent engagement. The warrant for prudence is not that something will go wrong; it is simply that something may go wrong, and has gone wrong in several cases. The intimidation and lawsuits are only the tip of the iceberg. Far more prevalent and insidious is the correlation between industry funding and research that shows a positive therapeutic effect.[16] In a landmark article researchers found that industry-sponsored studies of calcium-channel antagonists are more likely to be supportive of that therapy than independently funded research.[17] Similar findings emerged from a review of economic analyses of new oncology drugs.[18] The positive skew is not dependent on such high-risk and brazen strategies as falsification of data; it is achievable by framing the questions and the design of studies to increase the probability of a positive result.

Industry funding creates an incentive to promote the positive and suppress the negative. When drug companies control publication of results or simply delay unwelcome findings, truth is partially disclosed and therefore compromised. And if researchers' laboratories and career prospects depend on renewed industry funding, their interests may begin to align with those of their paymasters. Unhappily, disinterested scholarly editorial practices often exacerbate rather than counteract this bias,[19,20,21] reaffirming Francis Bacon's observation that "the human intellect ... is more moved and excited by affirmatives than negatives."[19]

What is to be done? We propose the rules in the sidebar as a starting point for governing partnerships. The rules need an institutional home. One option would vest responsibility with the Association of Universities and Colleges of Canada. Health research is but a subset of all research, and the university, not its parts or affiliates, should be the institution of record. Any tendency for the health sciences to develop ethical standards in isolation must be resisted. "Academic separatism" flies in the face of the multidisciplinary and interdisciplinary collaboration that is heavily promoted as essential to the advancement of knowledge. Even more centrally, the university must not duck its responsibility to govern activities in its well-funded peripheries, including teaching hospitals.

Is a coordinated, national approach necessary? On the basis of the evidence to date, universities and researchers cannot be expected to protect their (and by extension the public's) interests with uniform sophistication and vigour.[22] Some US commentators have proposed precisely our form of remedy.[23] In May of this year the US National Bioethics Advisory Commission called for federal legislation to create the National Office for Human Research Oversight to oversee all research involving human subjects, including the definition, disclosure and management of conflict of interest.[24]

Not infrequently, universities encounter challenges, veiled in the language of increased accountability, to their freedom of inquiry and expression. The claim that proposed constraints would be fatal to the academic mission becomes hypocrisy if universities allow industry to define the nature of inquiry, dictate methods and shackle expression. An industry-university contract is a transaction, and our proposed rules are designed principally to protect the university's most precious commodity: intellectual integrity.

We are not asking academic researchers to forswear all interactions with industry. We are merely proposing rules for exercising due diligence to protect the essence of academic inquiry. A positive effect of the proposed rules would be voluntarily improved industry behaviour, with enlightened companies adopting honourable codes of conduct that in time may mitigate the wariness and cynicism that recent aggressions have doubtless engendered.

See DANCING WITH THE PORCUPINE Page A3

Status of Women Supplement

CAUT Bulletin Insert
Volume 48 Number 8
October 2001

A Tribute to Women's Studies

During the past 30 years women's studies courses and programs have been introduced in universities throughout the world. These programs have initiated many subsequent changes in the traditional curriculum, and have resulted in new ways of thinking within a variety of scholarly disciplines. The emergence of women's studies has been accompanied by an ongoing academic and cultural evolution on our campuses, and in recognition of this impact, this edition of CAUT's Status of Women Committee supplement is devoted entirely to the topic of women's studies programs in Canada.

To convey an adequate portrait of such an extensive and rapidly evolving field is beyond the scope of our short publication, so we have concentrated on providing a broad outline of current activities in our universities, and some insight into issues of particular concern at the present time. Two introductory articles are followed by an assessment of the situation as an individual women's studies program evolves and expands. We then consider one of the significant challenges currently facing the entire discipline: the creation and expansion of graduate studies programs, particularly at the doctoral level. This topic is approached from the special perspective of a woman who has been a student in one of the first such programs in Canada, and has now joined the ranks of the professoriate.

No overview would be complete without a consideration of the financial restraints on development within the present university environment, and women's studies programs have faced more than their share of hardships in this regard. The continual struggle to obtain internal support is mentioned repeatedly, and one of our articles is devoted entirely to the difficulties in obtaining recognition and grant support from the major external source of funds, the Social Sciences and Humanities Research Council. This is followed by an overview of the Canadian Women's Studies Association and its impact on the growth and calibre of teaching and research in Canada. We also include a book review examining our counterparts in the United States, and a memorial to Beth Percival, one of the founding mothers of Canadian women's studies and a recipient of CAUT's Sarah Shorten Award for her outstanding achievements.

We hope these articles will increase the awareness of, and curiosity about, women's studies programs in some of our readers who may have had little time to keep pace with this rapidly evolving discipline. We also hope they will foster increased interactions among academics in all fields of research and those who concentrate on women's studies — intellectually and personally, there is a great deal for all of us to gain.

Vera Golini (University of Waterloo), Rosemary Morgan (CAUT) and Edith Zorychta (McGill University), editors.

The World of Women's Studies

By Edith Zorychta

We begin our series of articles by providing a basic description of Women's Studies and its significance, considered from the student's perspective of frequently asked questions. This picture is truly Canadian, woven from excerpts about Women's Studies found in university websites across the country (with particular acknowledgement to Bishop's, Dalhousie, McMaster, Prince Edward Island, Queen's, and York). The features and strengths of Women's Studies programs in Canada are as diverse as the academic institutions which house them, and yet their goals and aspirations carry common threads that unite their purpose and mutually reinforce their vision.

What is women's studies?

Women's Studies is a dynamic and rapidly expanding interdisciplinary area of study. As an academic field, Women's Studies emphasizes the significance of gender as a category of analysis in scholarly enquiry, and in the evaluation of social and cultural practices and beliefs. It provides a scholarly critique of the conventional ideas of what it means to be human and a woman, a critique that is of interest to all scholars and students, male end female. Women's Studies, and feminist scholarship in general, involve a critical evaluation of existing theories and methods, and enable the expension of knowledge by challenging prior essumptions and considering new questions. Students have the opportunity to examine a wide variety of subjects pertaining to the social end natural sciences, technology, and the arts, from new and illuminating perspectives. They study women's contributions to world civilizations in many fields of knowledge, and examine the social and ideological forces that have made these contributions "invisible" in the past. They also investigate the ways in which gender intersects with other variables such as race, class, age, and cultural difference. Women's Studies Majors gain a grounding in the methodologies and concepts shaping the organization and dissemination of knowledge.

Who takes courses in women's studies?

Just about everyone. People from a variety of personal and academic backgrounds find that Women's Studies courses provide an important and relevant perspective on the world. Gender has traditionally operated as a fundamental category in the organization of knowledge, and in the construction of social, political, cultural and economic systems. The critical examination of gender is therefore relevant to men as well as women, in part because it involves the study of constructions of masculinity. Women's Studies classes provide a context in which women and men together can explore and advance their understanding of these issues at the individual, national or global level.

What do participants in women's studies do?

Three features are repeatedly emphasized in descriptions of Women's Studies programs: the interdisciplinary nature of the subject, the emphasis on development of critical thinking, and the objective to promote change, not only in theory, but in everyday life. Students are often encouraged to become directly involved with the surrounding community as part of an academic project, since one goal of Women's Studies is to expose, critique, and seek to correct elements which subordinate women in any area of life. Women's Studies actively attempts to transform discriminatory laws, attitudes, practices and customs. It also aims to make visible the diversity of women's experiences, ideas and contributions in all areas of human inquiry. Misconceptions about women expressed through myth and ideologies are contrasted with the realities of women's strengths, capabilities and intelligence. Women's Studies provokes a reexamination of oneself and the environment by asking questions such as: What difference would sexual equality make to society? Do women write/think differently from men? How does child-bearing affect women's position in society? How did men's ideas about women originate? How do other variables such as race, class, age, and sexual orientation, relate to gender?

Why study women's studies?

The interdisciplinary nature of Women's Studies promotes expertise and flexibility in a number of different fields, and provides the kind of background and training that become increasingly significant in our rapidly changing world. It strengthens individual, intellectual and personal development, and is valuable preparation for future activities in administration, anthropology, art, business, classics, counselling, education, government service, health professions, journalism, law, life sciences, literature, psychology, religion, and sociology, to name a few.

Women's Studies courses also provide an opportunity to unite theory with social and cultural practice, addressing contemporary issues that individuals and institutions are grappling with in the changing world order of the new millennium. They help women and men approach education critically, to question received theories and methods and their use in understanding the world and changing it. Today, "the politics of the personal," so visible not only in Canada but also globally, is or can be, an actively engaged reality. That perspective is one of the valued centerpieces of Women's Studies — it fosters competence, curiosity, critical and analytical thought about the self, about culture, about social problems and about change.

Edith Zorychta is a Professor in the Department of Pathology at McGill, and is the chair of CAUT's Status of Women Committee

Women's Studies Programs in Canadian Universities

By Sarah Declerck

Women's Studies programs first appeared in a few Canadian universities in the late 1970s, under the auspices of General or Interdisciplinary Studies, or a Minor or Option in Women's Studies. In contrast, today in 2001 the majority of universities in Canada offer a Women's Studies program, and many have created graduate programs as well. How far we have come is clearly illustrated by a brief overview of the present range of options available. An evident challenge to Women's Studies is also revealed by the information gathered on professorial appointments

Women's Studies programs in most universities have attempted to combine activism and social involvement as an integral part of the academic program. This is one of the unique features of the discipline, and one of the several reasons for which it continues to attract so many students. A Minor in Women's Studies is currently available at 35 (out of 45) universities across Canada, 29 of which also offer a Major program, and many have instituted an Honours or Joint Honours program as well. A survey of Women's Studies programs at English speaking universities, conducted for the Canadian Women's Studies Association (CWSA) last spring under the direction of Susan Heald,[1] reveals that about 460 students are pursuing the undergraduate Minor in Women's Studies, and 530 students are enrolled in the Women's Studies Major programs across Canada. Graduate programs have also been instituted in 16 universities, three of which include a PhD program. Women's Studies programs in Canada are currently training approximately 80 graduate students, 46 of these being doctoral candidates.

The majority of Women's Studies programs are located in, and receive funding from, the faculty of arts of the respective university. Recognizing that these programs clearly benefit from the presence of a securely based unit to promote feminist research and teaching, a few universities host a Centre or Institute aimed at supporting such research, and providing a physical space for students and the Women's Studies program in general. Examples include the Centre for Research in Women's Studies and Gender Relations at the University of British Columbia, the Institute of Women's Studies and Gender Studies at the University of Toronto, the McGill Centre for Research and Teaching on Women, the Simone de Beauvoir Institute at Concordia University and the Institute of Women's Studies/ Institut d'Etudes des Femmes at the University of Ottawa.

Who teaches Women's Studies? In November 1987, a special issue of RFR/DRF (Resources for Feminist Research) titled "Women's Studies in Canada" stated that the "majority of Women's Studies professors are without tenure and security of employment. They are lecturers and part-time workers, juniors in their departments."[2] Unfortunately, in the intervening 14 years the academic status of the teaching faculty has not been appropriately improved. The CWSA survey found that only 11 of the 26 universities responding to date had appointed professors to tenured positions in Women's Studies, with a combined total of 24 tenured appointments. The majority of professors teaching courses in Women's Studies programs are still based in other departments within the university. While the number of Women's Studies programs continues to increase at both the undergraduate and the graduate levels, the number of tenured positions in Women's Studies has not kept pace. An interdisciplinary teaching program such as Women's Studies regularly attracts a large number of students, yet most universities continue to underfund the discipline. This is clearly a disparity that should be addressed and corrected.

Sarah Declerck is a Women's Studies student, working as a research assistant at the McGill Centre for Research and Teaching on Women.

1. The CWSA survey of Women's Studies Programs, initiated by Susan Heald, the Past President of CWSA, is being continued under the direction of Shree Mulay, Director of McGill Centre for Research and Teaching on Women and the current President of CWSA

2. Brodribb, Somer. Women's Studies in Canada A Discussion. RFR/DRF, November, 1987.

Women's Studies at McGill: Achievements and Challenges

By Grace Fong

The redesigned and new components of the Women's Studies program at McGill took effect this September, after almost two years of effort in development. Some of the exciting changes include the introduction of the Honours and Joint Honours programs in Women's Studies, and the global change from a structure that follows the mainstream division of the humanities and social sciences into a program with course distributions that better reflect the interdisciplinarity of Women's Studies. The evolution of our program from its inception over 20 years ago to our current expansion has much in common with the pattern at other universities. A brief look at our history illustrates the origin and impact of characteristics arising from the creation of Women's Studies as interdisciplinary programs which rely heavily on course offerings from other departments. We also consider some of the major issues facing Women's Studies programs in Canadian universities in the future.

Women's Studies programs have been created mainly through the grassroots efforts and advocacy of concerned women faculty members from related departments, and one woman in particular played a pioneering role at McGill. The continued advocacy, hard work, and persistence of Margaret Gillet, now Professor Emerita of the faculty of education, brought the McGill Women's Studies program into existence. By the mid-1970s, we had nine courses that focussed on women, and Margaret Gillet's course "Women and Education" was one of the first of these to be offered. Professor Gillet ignited an interest in Women's Studies among the students and obtained more than 500 of their signatures to petition for the establishment of a regular Women's Studies program. She approached various administrators with ideas about the creation of Women's Studies, and finally in 1979 the Minor in Women's Studies was established in the faculty of arts.

For many years, Professor Gillet taught the interdisciplinary Women's Studies seminar, a consequence of which was to offer the course in the faculty of education while the Minor Program was located in the faculty of arts. It then took almost 10 years to resolve this academic and administrative inconsistency and to transfer the course from one faculty to the other.

Professor Gillet was also a founding member of the McGill Centre for Research and Teaching on Women (MCRTW). For many years it was a "floating" centre, with no faculty appointments and no physical site. When the McGill administration actually gave a permanent physical location to the MCRTW in 1991, Professor Peta Tancred was hired as its director. However, centres at McGill are not teaching units, and the MCRTW cannot make tenure or tenure-track appointments; consequently Professor Tancred's academic appointment was in the department of sociology. Despite this limitation, over the years the MCRTW has become increasingly involved in the administration of the Women's Studies program, providing administrative help to the chair of the program as well as individual and community space for Women's Studies students.

The Major in Women's Studies was proposed in 1993 under the leadership of Peta Tancred, and it took a long time to obtain final approval from the Quebec Ministry of Education. Many academic, pedagogical and financial issues had to be addressed. The Major in Women's Studies was finally instituted in 1997, almost 20 years after the Minor.

The Women's Studies program at McGill is administered by the chair of the Women's Studies Advisory Committee (WSAC) in consultation with members of the committee. WSAC consists of six members nominated from the participating faculties and two student representatives, as well as the director of MCRTW (currently Dr. Shree Mulay) and the sessional lecturer teaching the two core courses in the program (Dr. Jacqueline Reid-Walsh), who serve *ex officio*. The administrative assistant for the program is shared with MCRTW. The chair, who has a three-year term, also oversees curriculum development and is the advisor for students in the Women's Studies program.

When I served on WSAC, I recognized a clear need for curriculum reform and development, and initiated the process when I became chair in 1999. Two major reasons motivated this decision: student dissatisfaction with the existing program, and the need for full-fledged Honours and Joint Honours programs, similar to those offered by all departments and most other interdisciplinary programs at McGill.

Our Major program had been designed to give broad disciplinary coherence to Women's Studies by requiring students to choose either a social science stream or a humanities stream, but in the three years of its implementation, this division proved to be far from satisfactory. Students pointed out the difficulties involved in trying to fulfil course requirements in one stream and at the same time include courses that were intellectually meaningful to them in the other. Because the program relied almost entirely on course offerings from other departments, in some years too few courses were offered for a particular stream. In addition, the division into social sciences and humanities contradicted the interdisciplinary intent of Women's Studies by making artificial and rigid boundaries.

There was also a growing urgency to design an Honours/Joint Honours program. The institution of the Major program had been followed by student requests to pursue Women's Studies in even greater depth, and their only option was to petition for creation of an *ad hoc* Honours or Joint Honours program on an individual basis, a cumbersome process to say the least. We did not want to wait another 10-15 years before proposing these additional programs, for so many of our students would miss the opportunity.

As we thought about designing Honours and Joint Honours programs, members of WSAC agreed that we should revamp the whole program and build the foundational courses into it, as our past experience with relying on other departments to offer our required courses had not been positive. A course could suddenly disappear if the faculty member who taught it retired, or the enrollment for a course could increase making access difficult or impossible for Women's Studies students. Thus, for the first time, we proposed to teach our own two core courses, required for all Women's Studies students:1) Introduction to Women's Studies, covering broadly the history of the women's movement, phases of feminism, and topology of feminist theories, and 2) Feminist Theory and Research, a more

> *Continued on Page 5*

The Women's Studies PhD: Strategic Growth or 'Program Creep'

By Katherine Side

Following two decades of expansion at the undergraduate level, Women's Studies graduate programs have also multiplied in Canada, to now include three PhD programs — at York University, at the University of Toronto, and at the University of British Columbia. Founded by women who acquired knowledge and expertise over decades of feminist scholarship (some discipline based, some interdisciplinary in character), and on the front lines of feminist activism, the PhD in Women's Studies educates and trains prospective teachers and scholars, and in general equips people with resources that can be applied in diverse occupations and vocations. Given the small number of PhD programs in this field, given their success and growing student interest, and given the tendency identified by Deborah Gorham of "institution building of this kind" to "inevitably reproduce itself,"[1] the growth of PhD programs is likely to continue. Unlike those disciplines having many well-established doctoral programs, Women's Studies is at present uniquely positioned to be able to determine how future graduate program growth will proceed. If future growth in Canadian universities proceeds judiciously, guided by a purposeful strategy, it can benefit students, faculty, scholars, and institutions. If, on the other hand, growth is not associated with purposeful strategic planning, what may result is 'program creep,' an implementation based on the uncritical assumption that most universities can and should offer a PhD in Women's Studies.

The program at York University is freestanding, and in 2001 UBC will begin offering a freestanding PhD to be integrated into a consortium arrangement with Simon Fraser University in 2002. The University of Toronto offers a collaborative doctorate in Women's Studies and another discipline; the Ontario Institute for Studies in Education at the University of Toronto also offers a PhD in Education in the area of Gender and Equity Studies. While the existing graduate programs, differing from one another, would seem to satisfy a range of requirements, an argument can nevertheless be made in favour or further expansion — based, among other factors, on language and geography. Each of these programs is located in an Anglophone university and community, and trains students primarily in English. Expansion could enable Francophone universities and communities to determine how best to develop in ways that meet their own needs. Also, the existing programs are located in large, urban centres. People who are not based in these centres, or who cannot be mobile, could benefit from the development of additional graduate programs. Future program growth could develop local and regional strengths and reflect a wider diversity of interests, approaches, and expertise from which to maintain connections among Women's Studies, traditional disciplines, and feminist communities inside and outside of the academy.

York University predicts that it will grant 40 doctoral degrees in Women's Studies in the next few years. Along with the inspiring potential that graduates from all three Women's Studies doctoral programs will help to greatly enrich the large pool of scholars needed by Canadian universities in the current decade, there is also a counter pressure to the possibility of growth. There are legitimate concerns about the number of doctoral graduates that can realistically expect to find employment in Canada within a variety of disciplines both in and outside of the university.

For these and other considerations, careful thought must be given to the factors guiding the creation of future graduate WS programs. Reflecting on York University's experience, Ann (Rusty) Shteir points out three institutional characteristics that are important in this development: support for interdisciplinarity, a critical mass of faculty supportive of feminist visions and scholarship, and a university climate supportive of Women's Studies.[2] While these characteristics are likely to remain the keys to successful new program development, realistically they pose significant challenges for many universities. Whether interdisciplinarity means disciplinary collaboration, as in the University of Toronto model, or disciplinary integration and innovation, as valued in the York University and in the UBC/Simon Fraser consortium models, future doctoral programs in Women's Studies will be best placed in environments that support disciplinary collaboration, integration, and innovation. As yet, relatively few institutions offer this kind of support. The time has come when more disciplines in Canadian universities ought to be willing to question their own approaches and practices, especially in relation to crucial areas of study pertaining to gender, race, and class.

Doctoral programs in Women's Studies will be best situated in environments that already offer a critical mass of feminist faculty and a broad base of support to BA and MA level programs. These too will be a challenge. There is no golden rule on what constitutes a critical mass of feminist faculty and what a broad base of support looks like. Indicators of their presence could include recognition of Women's Studies programs as part of a solid liberal arts education, as well as recognition of and proper compensation for the activities of teaching, research, supervision, and administretion in Women's Studies programs and departments, particularly in tenure and promotion decisions. In addition, indicators could include the extent of feminist research, the number of courses dealing with women's issues and gender issues and the extent to which these are considered core courses for an undergraduate education, and the extent to which they are secure and able to be regularly offered by tenured feminist faculty. The onus to build these supports does not, and should not, rest solely with Women's Studies. Faculty and university administrators also play a role, intentional and unintentional, in rendering feminist faculty and support for Women's Studies less visible. Recognizing and compensating the unpaid work that goes on in most Women's Studies programs and departments alone would go a long way in building supportive university climates and making 'closeted' feminist faculty visible.

Thoughtful consideration should also be given to which factors should not be driving expansion of the women's studies PhD. To date, the development of the doctoral programs has occurred in the context of the lean, fiscal climate facing universities. This climate, characterized by waning federal and provincial funding commitments, decreased household spending on education-related goals and crippling levels of individual student debt, could drive 'program creep'. In their desperation to be all things to all students some universities may welcome the addition of the Women's Studies PhD precisely because it can expand program offerings while incurring only minimal costs. Some universities will be able to cobble together a PhD program out of already existing resources. The costs associated with new hirings and sufficient support staff can be avoided, and drawing on the desire of committed faculty to offer the Women's Studies PhD, voluntary labour can be used to justify inadequate budgetary allocations. Some benefits may even be incurred along the way — the relatively large numbers of applications to the Women's Studies PhD may continue, and universities may enjoy, by virtue of offering the doctoral degree, an enhanced reputation in which gender equity appears as a priority.

The benefits of adding the women's studies PhD without making sufficient investments and commitments are at risk of being short lived. Programs developed in the absence of fair hiring guidelines, adequate budgetary allocations, sufficient provision for support staff, and physical program space will operate precariously. Over the long term, even the most committed faculty will be unable to sustain teaching, scholarly and administrative commitments without fair remuneration. Inadequate budgets will speed up the depletion of faculty energy and good will. The consequences of 'program creep' may be equally undesirable for students faced with insufficient funding or inadequate guidance regarding professional development. If permitted to occur, PhD 'program creep' will inevitably prove disadvantageous, with the consequence that blame may be placed upon individuals already made vulnerable by non-supportive environments. Such a scenario may give rise to the very real risk that administrations may perceive Women's Studies as not attractive to students, or that it does not really belong in the academy.

In light of potential graduate program growth, a number of very real questions arise.[3] Should priority be given to creating a more visible presence and broader base of support for existing BA and MA level programs (many of which are currently under funded and under supported)? Given the present lean fiscal climate is it realistic to prioritize both these programs as well as the doctoral one? If program expansion is allowed to occur at every level bypassing real and reasonable costs, what greater (and less visible) price will faculty and students pay in quality of education, and standards of research and scholarship?

On the other hand, might future program expansion assist in making Women's Studies more visible as a discipline? And might this increased visibility help to garner broader bases of support for the discipline, such as recognition of Women's Studies as a distinct disciplinary category by SSHRC? Can the discipline grow in importance while keeping in check expansion at the doctoral level? Could this kind of vigilance over expansion in the interest of avoiding 'program creep' be perceived as our questioning our own legitimacy within the academy?

University programs and departments that have hired the first graduates of the freestanding Women's Studies PhD in tenure-track positions in women's studies, sociology, labour studies, political science, and political economy, have already acknowledged the value and the contributions of the Women's Studies PhD. Based on this acknowledgment, it may be tempting to steam ahead with expansion, whether that is in the form of admission to existing programs or the development of new ones. However, the disadvantages and advantages of fast-tracking need to be carefully considered. Actively resisting 'program creep' in this discipline may have the unintended effect of making doctoral programs less visible for a little while longer. But a purposeful and strategic approach to the future growth of the PhD in Women's Studies is, in the long-term, in the best interest of students, scholars, and institutions.

Katherine Side obtained a PhD in Women's Studies from York University in 1997, and is now a Professor in the Department of Women's Studies at Mount Saint Vincent University. (I am grateful to Kate Bezanson, Meg Luxton, Rusty Shteir and Judith Yoel, for their suggestions and discussions, without implying universal agreement with all of my ideas. Any errors are my own.)

1. Deborah Gorham (1996) "In Defense of Discipline-Based Feminist Scholarship," in A. B. Shteir (ed.) *Graduate Women's Studies: Visions and Realities* (Toronto: Inanna): 59-68.

2. A. B. Shteir (1996) "Making the Vision A Reality York University's Graduate Programme in Women's Studies" in A. B. Shteir (ed.) *Graduate Women's Studies: Visions and Realities* (Toronto: Inanna): 3-10.

3. Katherine Side (2001) *Rethinking the Women's Studies PhD in Canadian Universities*, The Journal of International Women's Studies, 2(2): 67-86. This article can be read on-line at www.bridgew.edu/ARTSCNCE/JIWS/May01/index.htm

SSHRC and the Funding of Feminist Research: Concerns and Implications

By Susan Heald

For more than three decades, feminist scholars have worked to change academic institutions and research. They have laboured to simultaneously make a place for women-centred teaching and research, build a recognized inter-discipline called Women's Studies, and challenge "mainstream" research and teaching to recognize its gendered base — usually male gendered, and usually unacknowledged. They have also worked to alter the policies and practices that have made universities, like many other institutions, hostile environments for women. The latter objective involves not just "letting us in" to previous bastions of male power, but changing the often patronizing manner in which we are treated, changing the practices which assume and reinforce male power, and changing the ideas of what counts as teaching, as scholarship, as research. Measures of "progress" are varied and inconclusive, and often described as "two steps forward, one step back." In the past year, relations between the Social Sciences and Humanities Research Council (SSHRC) and the Canadian Women's Studies Association (CWSA) have been no exception.

As President of the Canadian Women's Studies Association, I sent letters in June and in December, 2000, to Marc Renaud, the President of SSHRC, outlining the problems with SSHRC granting programs and their relation to feminist and Women's Studies scholarship. The reasons for the letters, and SSHRC's responses to them, indicate the ongoing struggles that we as feminist researchers face in order to have our work recognized and supported, and to have our interventions into dominant definitions of what counts as research bear some fruit. Further, they demonstrate an assumption on the part of SSHRC that it understands, speaks for, and supports feminist research — an assumption that is unsubstantiated by the evidence.

My first letter conveyed several concerns encapsulated in a series of motions passed unanimously at CWSA's 2000 Annual General Meeting. The first four of these motions were initially passed in 1991 at a symposium on "Women, Research and Strategies." They were supported by the executives of both the Social Science Federation of Canada and the Canadian Federation for the Humanities at that time. They were subsequently passed a second time at the symposium, "Women in the Academy: Global Warming and the Chilly Climate," in May, 2000. They are as follows:

"I. *Women's Studies at SSHRC*:
1. That Women's Studies/Etudes feministes be recognized as a discipline by SSHRC and have a place among the discipline committees;
2. That in the Strategic Grants Program a specific theme on women be maintained and defined with a broad focus on diverse women, including those identified by race, class, sexuality, ethnicity, disability, age, geographic location, colonial status, etc.;
3. That all strategic themes include pertinent reference to women, including those identified by race, class, sexuality, ethnicity, disability, age, geographic location, colonial status, etc.;
4. That discipline committees recognize and encourage feminist scholarship within the disciplines and that SSHRC monitor these committees for that recognition and encouragement;
5. That SSHRC ensure that the Chairs Program and other SSHRC initiatives are inclusive of women, as researchers and subjects of research in all granting areas. In the Chair Program, for example, a mandatory incentive structure should ensure that second round allocation is predicated on including women and feminist topics in the first round.

II. That this meeting endorse the suggestion for a new strategic theme made by the Women and Change adjudication committee at SSHRC: 'Women, Locations, Resistance.

III. *Ethics*: That SSHRC take immediate steps to ensure that the ethics approval processes do not distort qualitative research in the humanities and social sciences, including critical research, participant observation, qualitative research and naturalistic research. That SSHRC and the Tri-Council recognize explicitly feminist methodologies, including participatory action research, in order to ensure that such methodological approaches are not defined as 'bad science' by committees."

My letter to the president of SSHRC regarding these motions emphasized that "re-affirmation at the Canadian Women's Studies Association's AGM confirms both the constancy of our aspirations over the past decade and our continued hope that action on these important matters will be forthcoming and ongoing."

What has happened at SSHRC since these motions were passed? There is no longer a Strategic Theme dealing with women, and SSHRC has indicated it has no intention of instituting one soon. We did learn that SSHRC was engaging in discussions with Status of Women Canada (SWC) about a joint initiative, and although we were told of an expected announcement in December, 2000, to date there has been no news of any progress. Concerns were raised by feminist researchers that this new proposed program should involve new money and not simply be an opportunity for SSHRC to dictate how SWC allocates the grant money it currently has. Some feminist scholars also expressed concern about the kinds of research that such a joint initiative would allow, with comments such as: "This doesn't seem like good news ... My experience with SWC grants is that they are terribly specific and allow for hardly any of the investigator's own research interests to be inserted ... I think that more open funding sources are better for researchers." In addition, research done at Status of Women Canada was seen as having direct and obvious policy implications; this is an important but narrow aspect of feminist scholarship, and feminist scholars are concerned about the potential diminishment of possibilities this might mean. In fact, as we were also to learn, SSHRC's definition of Women's Studies scholarship is narrower still.

In response to my letter, Janet E. Halliwell wrote in July 2000 "on behalf of Dr. Marc Renaud," to inform me that I "will be pleased to learn that SSHRC has now added 'Women Studies' [sic] to its list of discipline codes and has created a new selection committee under the Standard Research Grants program for research in 'Health Studies, Social Work and Women's Studies'." Whatever pleasure I may have taken in the first part of that sentence was quickly erased by the latter half. As I explained in yet another letter to SSHRC, in December, 2000:

"First, this grouping could be reasonably said to apply to only a small fraction of scholarship in Women's Studies. Most work done from the perspective of the Humanities, for example, could not likely be properly assessed by such a committee. Work in the area of Cultural Studies would not fit, nor in fact would much work done in the social sciences but not focussed on health or social work.

"Perhaps of greater concern is the message that this sends about the kinds of research by, for and about women which SSHRC considers valuable. The implication of grouping Women's Studies together with Health and Social Work, seems to be to pathologize women, situating us as objects of 'help' rather than subjects of our own lives and actors in the social, cultural, economic, psychological and historical contexts within which those lives are framed and changed. Clearly, some approaches to Women's Studies which situate themselves within the areas of 'Health' and 'Social Work' share this latter view of women; many do not. We are concerned that by excluding so many approaches to understanding and changing women's lives, SSHRC sets a moral agenda about the kinds of scholarship which are appropriate for those of us located in Women's Studies."

Seventy-eight members of the CWSA were signatories to this letter, and another 10 or so replied too late to be included. Among other things, members called the new SSHRC arrangement "incredible", a "further devastation of possibilities for feminist scholarship" and a "rather bizarre grouping of specialties."

The patronizing manner in which I was told what I would be "pleased to learn" continued in the response to the second letter, this time from Ned Ellis, Director General, Programs Branch. Mr. Ellis made several points. He stated that they had "limited success" in their efforts to include humanist scholars on the adjudication committee: "The qualifications required for committee membership, including a high level of research achievement, language skills sufficient to read documents and follow discussion in both languages, and representational factors of region, university, gender, discipline, schools of thought, plus the need to avoid real or apparent conflicts of interest all combine to limit the field of potential members." Apparently, Women's Studies scholars are to blame for our lack of representation on the committee. Furthermore, Mr. Ellis explained to me that five of the committee members "include Women's Studies or research relating particularly to women among their interests." I find it astonishing that we are expected to be comforted by the fact that less than half of the committee members are even interested in women, let alone being experts in the interdisciplinary field of Women's Studies!

While the letter continues for two pages, my general point about the intellectual and moral agendas being perpetrated by SSHRC is never addressed. Instead, we are invited to spend more time helping SSHRC to refine a set of practices with which we have indicated our fundamental disagreement. Mr. Ellis also says that in other selection committees, in the previous competition, "proposals pertaining to women as an area of research had a success rate very close to the average success rate for all applications." While this hardly sounds like a rousing success, the increase in numbers of standard research grant program applications "with gender preoccupations"[1] has been used as an explanation for why no new Strategic Theme focussing on women has been established.

At this point, we have no evidence to document that SSHRC is wrong when it suggests that "Feminist research and research about women are now well established and important in both SSHRC's Standard Research Grants program and, at least since 1998, in a number of its other strategic theme programs."[2] However, it is certainly not the impression of all of our members that this is so. Said one correspondent: "I consider it very serious that SSHRC has been supporting

> Continued on Page 6

The Canadian Women's Studies Association

By Shree Mulay

Every academic and professional discipline has an Association that facilitates the sharing of experiences, and Women's Studies is no exception. The Canadian Women's Studies Association (CWSA) was founded in 1982 as a bilingual, pan-Canadian, feminist association. The goals of the CWSA are to build a Women's Studies network across Canada, and to promote Women's Studies as an interdisciplinary field within the academic community. Association meetings provide opportunities to present scholarly works and exchange ideas in order to further the research agenda of the discipline. The CWSA holds its annual conference during the congress of the Humanities and Social Sciences Federation of Canada (HSSFC).

CWSA has had its ups and downs, and I am happy to report that I am fortunate to be the incoming president at a time when CWSA is in a very sound position, after having endured some very difficult times. The credit for this turnabout must go to my predecessors: Dr. Marianne Ainley and Dr. Susan Heald, and the executive members who worked with them to overcome what at one time seemed to be imminent collapse. The past few years have been a particular challenge because funds previously provided from SSHRC have no longer been available. Although restoration of this source of support is an ongoing goal, the Association has managed to maintain its activities despite the curtailed resources.

For additional reasons, it is not by accident that CWSA previously found itself in financial difficulties. In order to ensure both academic and community participation, the membership dues had been kept extremely low. Moreover, the majority of professors in Women's Studies did not, and still do not have tenure-track positions, and their salaries are often meagre, so some of them join and pay dues only if they are presenting a paper at the annual meeting. As a result, CWSA has not had the advantage of a solid financial base to provide the means to keep the organization running. Lack of funds has also meant that CWSA could not afford to pay full-time staff to carry out the ongoing work of recruiting and sustaining members. To overcome these difficulties, in the past two years a concerted effort has been made to solicit membership renewals, and the membership fees have been increased to be more in line with the fees charged by other academic associations.

Given the coexistence of a number of small associations in the HSSFC, a reasonable solution to the current situation would be to have a group of these associations band together to run an office, possibly based in Ottawa. One person could be hired to run the business of several associations and be made responsible for developing and maintaining a membership database for each. As new web-based technology becomes increasingly efficient this task could be done centrally and would ensure that smaller associations are able to focus on their programs and research. This strategy is presently under consideration.

As mentioned elsewhere in this supplement, Women's Studies cherishes its interdisciplinary nature, emphasizes the fostering of critical thinking, and links research to action. Yet we have not as yet fully debated what it means to conduct interdisciplinary research. Does having people from different disciplines and different faculties on a research team mean that the research is interdisciplinary? I think not. The theme of the 2001 CWSA conference at Laval University was "Across, Between, and Within Generations: Re-thinking Women's Studies." Several papers pointed to some of the gaps in Women's Studies and the need to redesign course materials and programs that respond to the needs of the students interested in Women's Studies. Social sciences have, not surprisingly, dominated the discipline. However, as increasing numbers of women take part in science and engineering programs and as more men become interested in gender issues there is a need to engage these students in ways that are relevant to their lived experiences.

While Women's Studies grew out of a need to acknowledge the contributions of women in the academic enterprise, it now needs to better represent the diversity of women who form the broader constituencies. Therefore, the Women's Studies Community, as represented by the CWSA, needs to spend time and energy reexamining the boundaries between disciplines and redesigning courses that address the social construction of gender, race and science. The scope must expand, to include the consideration of diversity and identity, to name just two essentials. We also need to consider how one may prepare Women's Studies students to use their education and find employment after they have completed their studies, although I am sure not all of my colleagues would agree on the most useful strategy to follow in this regard.

Reflecting on the evolution of the curriculum, I can only say that my personal experience of introducing and teaching two new courses in Women's Studies at McGill University titled "Gender, Race and Science" and "Introduction to Gender-based Analysis: Engendering Change" has been very positive. I have personally found that students are very open and want to be challenged, and their contributions and responses are very challenging in return. Their voices and experiences need to be inserted and reflected in the teaching of Women's Studies courses as much as those of the feminist scholars and researchers.

The success of our Association is perhaps best indicated by the quality and scope of the research and scholarship presented during our recent annual conference at University Laval. Conference participants represent the range of our general membership, which includes Women's Studies faculty and students, as well as policy researchers and community activists, who share our goals of network-building and promoting Women's Studies within Canadian universities. We invite interested readers to visit our website (www.brocku.ca/cwsa_acef/English Sites/), which provides a wealth of information on the scope of research being carried out at the present time, and discussion of some of the major issues under debate. We also invite you to consider joining us. It is my sincere hope that CWSA will continue to serve the interests of its membership and remain a vibrant association in Canada for many years to come.

Shree Mulay is a Professor in the Faculty of Medicine and the Director of the McGill Centre for Research and Teaching on Women. She is the current President of the Canadian Women's Studies Association.

Women's Studies at McGill: Achievements and Challenges

> *Continued from Page 2*

advanced course emphasizing both theoretical approaches and practice/activism.

In designing the overall curriculum, we surveyed and examined a variety of models from Canadian and U.S. universities to produce our own synthesis that would draw on the strengths of the course offerings at McGill. We arrived at a model with courses distributed into three component groups: (1) Historical and Non-European, (2) Literature and the Arts, and (3) Science and Social Studies. The following excerpt from our program description summarizes the rationale underlying this design: "Course distribution in three components aims at achieving intellectual breadth and coherence while recognizing the diversity of cultures and histories in Women's Studies, the significant contributions of women in literature and the arts, and the important roles that women play in science, technology, and society." Categorizing the course offerings in this manner made us acutely aware of how few courses there are that study women and gender issues from a historical perspective or from other non-Western cultures and societies. This should alert us to gaps that could be filled in future course developments.

What of the more global issues of intellectual coherence, historical depth, and cultural diversity in the construction of Women's Studies programs in the contemporary world, in Canada and elsewhere? Many questions still need to be considered: What constitutes Women's Studies today? Have the boundaries shifted? What is the relation between theory and practice? Between the academy and the community? Between Women's Studies in the first world and in the third world? What future challenges should we take up and focus on ahead?

In Quebec, Women's Studies is still underdeveloped, marginalized, and receives inadequate institutional support. Except for a Minor at UQAM (University of Quebec at Montreal), none of the francophone universities have an undergraduate Women's Studies program. At McGill, we have not been successful in obtaining approval to establish a tenure-stream appointment in Women's Studies. Yet the study of interdisciplinary programs conducted by the Quebec council of university rectors and principals (CREPUQ) recommends developing an inter-university Master's program in Women's Studies. Nevertheless, now that we have a full undergraduate program in place, we plan to move in the direction of developing a graduate program or graduate component in Women's Studies with the support of the dean of graduate studies.

After three years of working with Women's Studies at McGill, and the experience of being its chair, I have come to realize that even in the 21st century, we cannot take anything for granted. The women's movement and feminism have brought many gains to women's work and lives. Many women before us have worked hard for these changes, but things can slide back. There has been backlash, and discriminations may be subtler — our opponents may not be as visible and as easy to identify. Through my experience of working for the Women's Studies program, I have developed the sense that we have to continue to work hard to safeguard these improvements and at the same time to pursue new avenues for development. Only through sharing our experiences and joining our efforts can we create possibilities for future communication and exchange that will ensure ongoing recognition of the significance of Women's Studies in our universities in the new millennium.

Grace Fong is a Professor of East Asian Studies, and the Chair of the Women's Studies Program at McGill University

In Memoriam: Dr. Elizabeth Fox Percival

By Ann Braithwaite

Dr. Elizabeth Fox Percival passed away unexpectedly on May 23, 2001. Her death is a great loss to the discipline of Women's Studies, both at the University of Prince Edward Island and across Canada, and to women in general within our universities. Beth is perhaps best known to CAUT members as the 1996 recipient of the Sarah Shorten Award, recognizing her outstanding achievements in promoting the advancement of women in academia. She was also one of the founding mothers of Canadian Women's Studies.

Beth was a passionate, popular, and tireless teacher and researcher. She was also an organizer, administrator, mentor and role model for many students, staff, and faculty. Her sense of how to build community for women in academia was always closely tied to her passionate belief in the importance of connecting with and supporting women in the larger community, and working to better all women's lives. Together with a handful of other women, she organized "the Women's Group" in the early '80s — soon renamed the Women's Studies Group — which offered the first WS course, in the somewhat unusual location of what was then the home economics department. She also taught a course on the Psychology of Women for over 20 years. In the early '90s she was one of the central figures in establishing the Women's Studies Program at UPEI, serving as the first coordinator, and subsequently maintaining a dynamic and energetic involvement. Her unique initiatives included a 'Town and Gown' series bridging what is all too often a gap between the university and its larger community, and a 'Friends of Women's Studies' group which instituted an annual student award.

Within the university, Beth participated in the design and implementation of the employment equity and sexual harassment policies. She served as chair of the psychology department, and was a member of the senate, the board of governors, and the executive of the faculty association. She was also a founding member and the current chair of the board of the L.M. Montgomery Institute, in addition to working on all those other committees that make the university run. Extending her activities to the national level, she chaired the Canadian Research Institute for the Advancement of Women, and served on the CAUT Status of Women Committee as well as the editorial board of the Canadian Journal of Behavioural Science. Beth was active in the Canadian Women's Studies Association, the Psychological Association of PEI, the Society of Women in Psychology, and the Canadian Psychological Association, becoming a lifetime fellow in 1988.

Beth loved 'the Island,' and her deep connections to women and feminism in PEI led her to found, chair, and/or participate in almost every initiative during the past 30 years to promote the status of women. She was chair of the PEI Advisory Council on the Status of Women, a founder of and longtime volunteer for Services for Adult Survivors of Sexual Assault/ Sexual Abuse, and a board member for the PEI Rape and Sexual Assault Crisis Center. In 1988 she was named PEI's Feminist of the Year, and in 1999 she received an Equality Recognition Award from the PEI Advisory Council on the Status of Women.

Beth will be greatly missed by all who knew and loved her, for her warmth, energy, enthusiasm, strength, knowledge, friendship, sense of fun, and sheer joy in living. In the spirit of remembering and continuing Beth's passion for supporting women in academia, UPEI has created the Beth Percival Memorial Scholarship fund, to provide support for a student majoring in psychology and minoring in women's studies at UPEI.

Ann Braithwaite is a Professor in Women's Studies, and is the Coordinator of the Women's Studies Program at the University of Prince Edward Island.

Scholarship details are available from the Advancement Services Office at UPEI, at www.upei.ca/alumni/advancement.html.

SSHRC and the Funding of Feminist Research: Concerns and Implications

> *Continued from Page 4*

feminist work less and less in the recent past. In some of their presentations at Queen's, some of their representatives have expressed the view that directly 'feminist' proposals should be 'toned down'. I think with the general shift to the right it is a good idea to be watching very closely." It is also hard to know how SSHRC might have their information — until the 2000 competition, the word "women" appeared only once in the various lists of discipline and sub-discipline codes and research area codes; this was "Women's History." Now, the word "women" appears three times: "Women's Studies" is a discipline code; "Women's History" is a sub-discipline of "History," and "Women" is now one of the possible "Research Areas" applicants identify. (The word "feminist" appears not at all.) Since such coding must be a prime basis by which SSHRC knows what it has funded and what it has not, it can only be assumed that there is in fact little real evidence for SSHRC's claim.

Clearly, it will be up to feminist scholars ourselves to collect the data which would allow for a genuine understanding of what kinds of research SSHRC is actually funding. However, the invitation to do increasing amounts of service work to correct problems created by those in power continues to be suspect to many women academics already overextended by the disproportionately larger amounts of service work they already do. As previously mentioned, SSHRC invites us to help implement its new definition of Women's Studies. As for the Canada Research Chairs, the advice is that we should watchdog our individual universities to assure that issues of equity, struggled for over the past 25 years, are adhered to in spite of the fact that the Program allows them to by-pass any hard-won policies. Our only other option is to trust the Canada Research Chair Secretariat to monitor itself and make any corrections uncovered in an evaluation in the third year.

Regarding our original motion about research ethics, Janet Halliwell had this to say: "We are sensitive to your concern related to the inclusion of qualitative research in the ethical review of research proposals in universities. We will need to work collectively towards building increased awareness of the different methodologies and practices in the social sciences and humanities particularly with the institutional REBs [Research Ethics Boards]. It would be greatly appreciated if members of your Association would assist us in achieving this goal, and take an active role in sensitising university administrators, deans, directors of department and researchers to the particularities of critical and participatory research. In this context, the presence of feminist researchers on REBs is clearly essential."

The part of me that is angry and tired of it all re-hears what we are being told this way: "You're doing fine" (pat on the head). "Ok, it's true that we have paid no attention, in designing our ethics protocol, to the vast feminist literature in the area, and it's true that we failed to notice the countless number of studies which point out that positioning women as objects of care or providers of care (Women's Studies, Health Studies, Social Work) is far too constraining and wildly inaccurate. We've also failed to read the research on women in the academy that shows women faculty carrying much heavier service loads, while labouring within a still-frozen climate. But if you would just do more such service by sitting on committees designed to correct the mistakes we made while ignoring you before, and if you would just take a chance and submit your research proposal to the new committee even if it doesn't fit, and if you would just trust us to look out for your interests, everything will work out fine."

A person might be forgiven for thinking this is a plot to deflect our energy away from the many other areas feminists need to be working to change; but this is not what I am suggesting. It is, however, at best dispiriting to be told that if we just repeated ourselves, if we just said yet again what we've been saying in our research and our writing and our classrooms and in so many meetings for the past 30 years, this time someone will listen. This is not the way to build confidence in our research funding bodies; this is not the way to encourage faith on the part of female faculty that we are valued and listened to. This is not the way to demonstrate that the days of women being patronised and silenced and told what and how to think are over. And this is not the way to support the building of a discipline capable of sustaining the vast work for change that feminists are doing in and outside of the universities. Feminist scholars deserve at least that much.

CWSA looks forward to working together with the CAUT Status of Women Committee on these and other issues facing feminist scholarship in Canada.

Susan Heald is a Professor in Women's Studies at the University of Manitoba, and the Past President of the Canadian Women's Studies Association

1. Letter to Susan Heald from Janet E. Halliwell, July 28, 2000.

2. From the evaluator's report on the "Women and Changes" strategic program, as summarized on the SSHRC web page, www.sshrc.ca

A Statistical Profile: Women in Post-Secondary Education

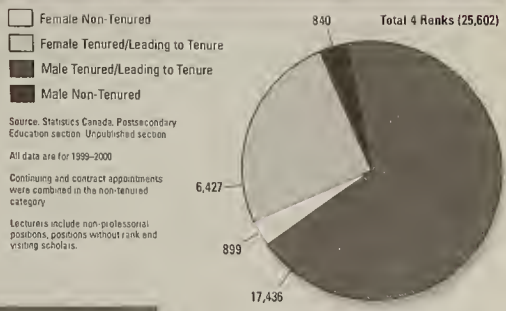
Each year, CAUT's Status of Women Committee publishes data on women in Canadian universities from the Post-secondary Education Section of Statistics Canada, which annually collects information from universities across the country.

This year, the most recent data available for the number and percent of women in full-time university faculty positions are presented. These figures are broken down by three types of appointment (tenured, leading to tenure, and non-tenured) and are also presented for all full-time appointment types. The total also includes a small number of visiting and continuing faculty.

The proportion of women and men in two types of full-time positions (non-tenured, and those either in tenured or leading to tenure positions) is also shown graphically, broken down by rank. Data for the most recent reporting year was provided in the case of each institution. For most institutions, this is 2000–2001, although for institutions within Quebec and a number of others the most recent year available is 1999–2000.

More education statistics are available at www.caut.ca.

Full-Time Faculty by Gender, Type of Appointment & Rank



Source: Statistics Canada, Postsecondary Education section Unpublished section

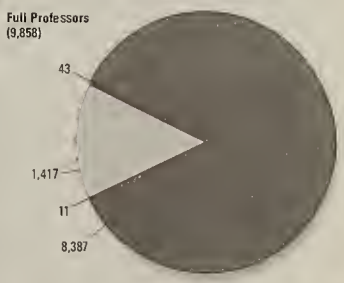
All data are for 1999–2000

Continuing and contract appointments were combined in the non-tenured category

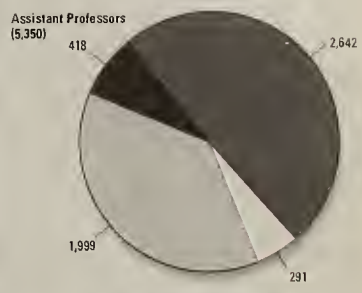
Lecturers include non-professorial positions, positions without rank and visiting scholars.

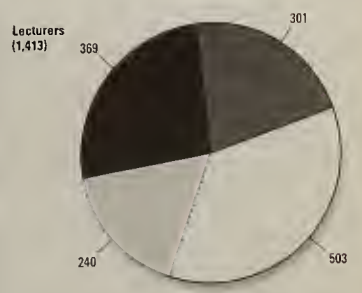
Full-Time University Faculty by Type of Appointment, Gender & Institution

University Listed by Province	Tenured		Leading to Tenure		Non-Tenured		All Appointments*	
	Number of Women	Percentage of Total	Number of Women	Percentage of Total	Number of Women	Percentage of Total	Number of Women	Percentage of Total
Memorial	171	24.2	53	41.7	12	46.2	236	27.4
UPEI	31	26.1	29	54.7	8	40.0	68	35.4
Acadie	27	21.6	22	42.3	6	35.3	55	28.4
Atlantic School of Theology	2	28.6	-	-	1	100.0	3	37.5
Sainte Anne	14	51.9	-	-	4	57.1	18	52.9
Dalhousie†	141	21.7	65	44.2	72	50.3	278	29.6
Mount St. Vincent	64	55.7	13	86.7	4	80.0	81	60.0
NSCAD	16	42.1	4	57.1	-	-	20	42.6
St. Francis Xevier	33	24.1	37	63.8	6	46.2	76	36.5
Saint Mary's	35	22.4	28	56.0	2	22.2	65	30.2
Cape Breton	17	23.0	7	31.8	5	100.0	29	28 7
Mount Allison	16	21.1	13	41.9	8	53.3	37	30.3
UNB	89	24.6	58	43.3	30	42 3	177	31.2
Moncton	57	27.9	27	44.3	13	46.4	97	33.1
Shippagan	9	40.9	7	100.0	-	-	16	55.2
St. Loius Maillet	9	20.9	5	55.6	2	22.2	16	26.2
St. Thomas	17	32.1	9	52.9	5	62.5	31	39 7
Bishop's†	26	27.1	3	75.0	-	-	29	29.0
McGill†	289	22.7	25	49.0	-	-	314	23.7
Montréal†**	413	25.4	9	56.3	-	-	422	25.7
Québec†	444	27.8	-	-	-	-	444	27.8
Laval†	315	21.1	1	12.5	-	-	316	21.1
Sherbrooke†	158	22.2	7	58.3	-	-	165	22.8
Concordia†	190	30.6	18	39.1	-	-	208	31.2
Brock	75	28.0	39	48.1	12	66.7	126	34 3
Carleton	126	24.7	23	29.5	45	71.4	194	29.8
Guelph	109	19.9	32	34.0	10	41.7	151	22.6
Lakehead	42	23.1	11	23.4	4	44.4	57	23.9
Laurentian***	70	27.0	14	35.9	12	66.7	96	30.4
Algoma†	3	10.7	1	20.0	-	-	4	12.1
Hearst	5	62.5	2	50.0	-	-	7	53.8
McMaster	154	23.4	59	35.1	61	57.5	274	29.4
Ottawa	188	28.7	67	45.9	21	21.9	276	30.8
Saint Paul	2	7.1	7	20.0	1	33.3	10	15.2
Queen's	140	25.2	59	41.8	22	50.0	221	29.9
Toronto	335	23.6	120	36.4	282	35.5	737	29.0
Trent	44	28.0	11	47.8	2	28.6	57	30.5
Waterloo	100	17.8	30	20.3	30	38.0	160	20.3
Western Ontario†****	121	17.2	73	35.8	81	24.8	275	22.3
King's	10	21.3	3	30.0	2	66.7	15	25.0
Windsor	95	27.9	27	37.5	10	50.0	132	30.5
York	281	31.4	96	50.3	30	50.8	407	35.5
Wilfrid Leurier	49	22.9	35	55.6	16	39.0	100	31.4
Royal Military College†	7	5.4	-	-	3	7.0	10	5.8
Ryerson	121	35.9	58	36.5	7	29.2	186	35.8
Nipissing	12	25.0	8	44.4	6	50.0	26	33.3
Brandon	21	21.2	19	55.9	7	46.7	47	31.8
Menitoba	133	18.9	89	43.8	85	45.9	307	28.1
Winnipeg	36	26.1	17	37.0	18	40.0	71	31.0
St. Boniface	10	38.5	-	-	1	16 7	11	34 4
Saskatchewan†	128	18.1	43	39.8	46	34.8	217	22.9
Regina	56	24.2	36	42.9	50	54.9	142	35.0
St. Thomas More	4	23.5	2	50.0	5	100.0	11	42.3
Alberta	263	24.4	112	34.9	-	-	375	26.8
Calgary	193	22.4	118	45.6	87	35.4	398	29.2
Lethbridge†	34	23.4	20	29.0	43	53.8	97	33.0
Augustane	6	16.2	7	50.0	1	50.0	14	26.4
UBC	306	21.8	112	37.0	37	54.4	455	25.7
Simon Freser	107	22.6	46	36.8	27	45.0	180	27.4
Victorie	134	27.7	37	51.4	31	67.4	202	33.6









Source, Statistics Canada, Postsecondary Education section Unpublished section
All data are for 2000–2001 except as noted.
† Data are for 1999–2000.

* All Appointments includes the three listed categories plus Visitors & Continuing
** Data includes École Polytechnique & Ecole des Hautes Études Commerciales.
*** Data includes Huntington, Sudbury & Thornaloo campuses.
**** Data includes Brescia & Huron colleges.

The Political is Personal in Important Millennial Collection by Women's Studies Pioneers

By Wendy Robbins

"These narratives record history that few people in or out of Women's Studies have heard. They are private accounts of public acts requiring imagination and intelligence as well as courage. They are accounts of the agents of social change, who, in the space of a single decade, transformed consciousness on college and university campuses. To do this work, they did not often march in the streets or a town; they did not often conduct sit-ins in buildings. But in various strong, systematic, and strategic ways, they organized collective feminist power on campuses. They are part of a significant story that needs to be known, even in a dozen volumes the size of this one. For on hundreds of campuses in the 1970s and on hundreds more in the next two decades, intrepid women — students, faculty, administrators, members of the community —collaborated in a movement called Women's Studies. This movement has altered the curriculum and the style of teaching and produced research that has shifted the paradigms and changed the content of most disciplines." (p. xi).

As women — and men — in the academy, we should all let flowers fall upon the heads of Florence Howe and the academic pioneers who are consultants and contributors to this deeply moving, historically significant autobiography of the Women's Studies movement in the United States. Informed by experience as well as theory, these are reminiscences and reflections by 30 American women — women who, in sisterhood with thousands of other unnamed women from not only the U.S. but many other parts of the world, in the last 30 years have changed the way we, as academics and as equality-seeking, fair-minded women end men, live, love, think, teach, write, parent, and do politics. The essay collection bears simple, personal witness, like an open diary or a truth-and-reconciliation deposition. Its collective testimony must be counted an integral part of the late twentieth century's "Rights Revolution."

The 30 individual essays are written mostly by women of the pre-Boom generation: brave, tireless, hard-thinking, activist pioneers, blazing a trail in the groves of academe. These are the women who made up their minds, not to pass on a tradition, but to break its hold over us, as Adrienne Rich so memorably announced to the Modern Language Association beck in 1970 — the same year that editor Florence Howe was elected the first woman president of thet prestigious organization. (It is interesting to recall the germane role played in the creation of Women's Studies by English, the discipline best represented in the collection: e.g., Josephine Donovan, Mary Anne Ferguson, Florence Howe, Annette Kolodny, Annis Pratt, and Barbara Smith.)

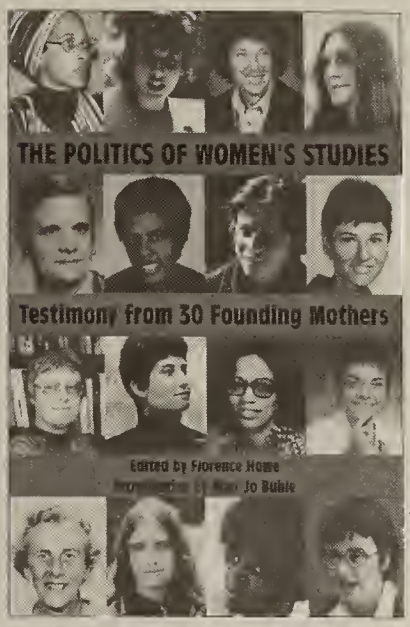
Howe's prefatory essay, "Everyone a Heroine," is brief and poignant. In describing her process of networking and sharing ideas for a volume of retrospective personal accounts, she offers a blueprint for co-operative, participatory scholarship at its best, with contributors weaving their ideas and questions into the woof and web of the research design. Some of the contributors are in their 80s, Howe notes that she is 70, and even the younger pioneers are in their 50s. Most feel relief in telling their stories, entering their personal and professional struggles in the public record, knowing that others will read about the early struggles, about the pain and the joy of building a new kind of institution, about constructing a new curriculum, and about unearthing a new body of knowledge, at a time when "Many of us were not welcome agents of change on our originating campuses, much less applauded for our work."(p. xiii)

Sadly, the volume includes a list of six women whose deaths occurred near the time of the conception of the project and whose essays were never written. This might serve as a wake-up call to founding mothers of Women's Studies programs across Canada, for our stories, too, are in need of integration, analysis, and articulation. One essay in this collection does tell a Canadian story — Annette Kolodny's account of the tumultuous and successful attempt by women at the University of British Columbia to set up "an interdisciplinary program of courses," the first in the country.

The collection, though diverse, is by no means a crazy quilt. There are clear, central motifs, such as the vital role played by students, community links as a *sine qua non*, and the passionate desire and drive of these pioneers both to change the culture of the university and to re-educate or re-create themselves. Marilyn Jacoby Boxer, an early chair of the first Women's Studies program in the U.S. — launched amid controversy and upheaval at San Diego State University in 1970 — notes that the women of her generation grew up in the repressive environment of the 1930s and 1940s (GI sisters, wives, and ex-wives). They had the vote and co-education, but were sent home to produce the baby boom and fancy Jell-O molds. They became part of whet historian Mari Jo Buhle calls the come-back generation of women in higher education. Women occupied a better position compared with men in higher education in the U.S. (in terms of the proportion of PhDs granted, amongst other measures) in 1930 than in 1970, a backlash and the feminine mystique years intervening.

Howe's band of hardy souls thus lacked female mentors and role models, since tenured women faculty were as scerce as the proverbial hen's teeth. Moreover, they had every bit of the infrastructure work to do: creating courses in departments, defending programs and budgets in university senates, participating in consciousness-raising groups and community causes (abortion rights, day-care centres, shelters for battered women, the Equal Rights Amendment), establishing women's caucuses within professional associations, organizing associations of their own — such as the National Women's Studies Association, launching feminist presses, inventing a different kind of pedagogy, and birthing textbooks and new journals such as *Feminist Studies*, *Women's Studies*, and *Signs*. All this, and pay inequity and the typically unfair division of labour at home, too.

Despite the odds, between 1970 and 2000, the number of Women's Studies programs in the U.S. multiplied from one to approximately 615. Today, Women's Studies enrolls the largest number of students of any interdisciplinary field. The saga of its genesis is epic, accomplished not without struggle, heartbreak, pain, joy, persistence, and grit. The collective narrative articulates, overall, through a diversity of character and setting, the interconnected plots of a compelling story of human adventure and success. Reading *The Politics of Women's Studies* provides the intellectual and emotional equivalent of a blood transfusion or a dose of pure oxygen. Don't just take time, make time, to reed it.



The Politics of Women's Studies: Testimony from 30 Founding Mothers. **Florence Howe, ed. New York: The Feminist Press, 2000; 422 pp; paper $22.95 us.**

Wendy Robbins is a Professor of English end of Women's Studies at the University of New Brunswick, and the Vice-President, Women's Issues Network, at the Humenities end Social Sciences Federation of Canada.